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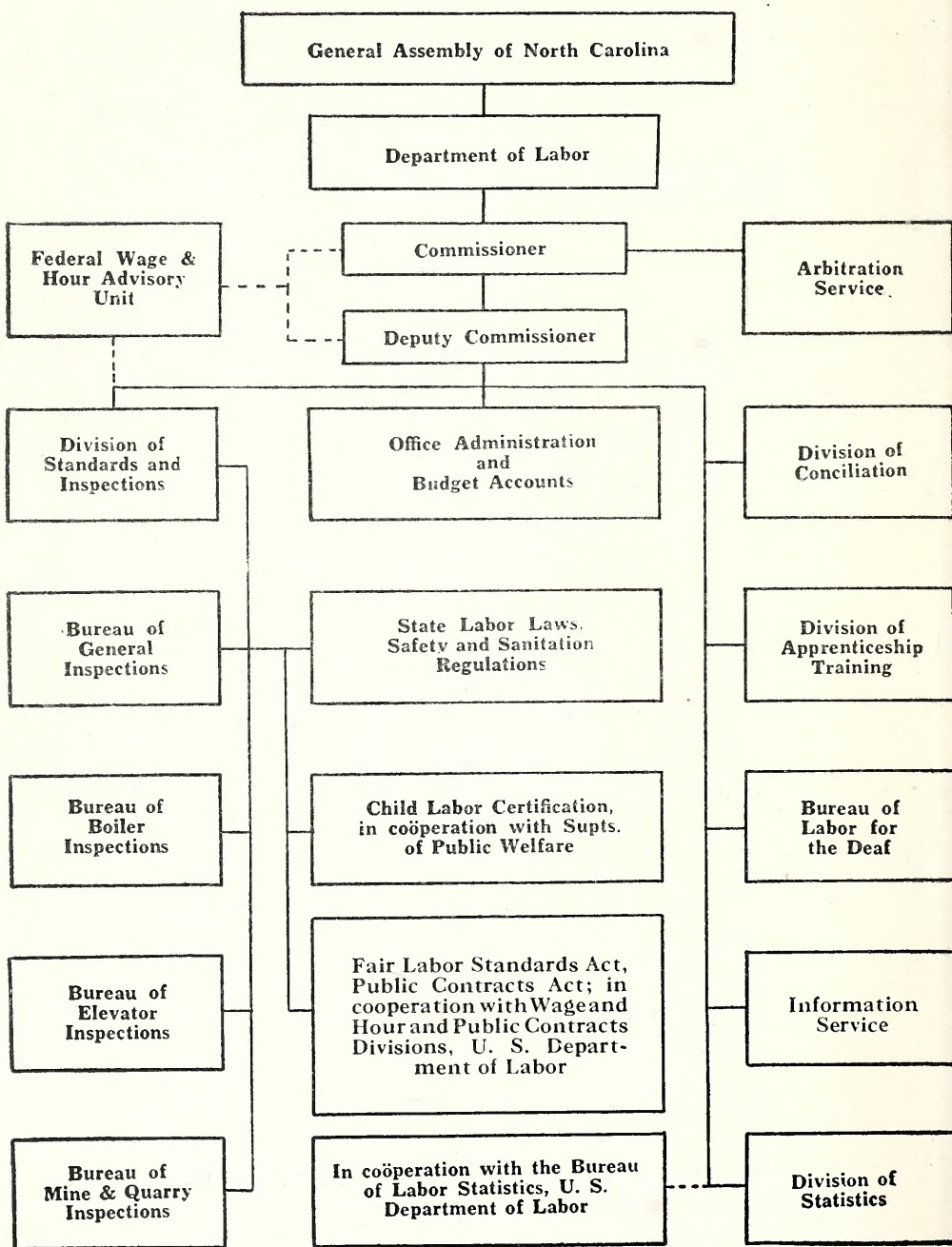
BIENNIAL REPORT
OF
THE DEPARTMENT OF LABOR

JULY 1, 1946 TO JUNE 30, 1948



ISSUED BY
THE NORTH CAROLINA DEPARTMENT OF LABOR
FORREST H. SHUFORD, COMMISSIONER
RALEIGH

ORGANIZATION CHART OF THE DEPARTMENT OF LABOR



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LETTER OF TRANSMITTAL

HONORABLE R. GREGG CHERRY,
Governor of North Carolina,
Raleigh, North Carolina.

MEMBERS OF THE GENERAL ASSEMBLY OF
THE STATE OF NORTH CAROLINA.

Gentlemen:

I respectfully submit the biennial report of the North Carolina Department of Labor for the biennium July 1, 1946 to June 30, 1948.

In transmitting this report to you I want to acknowledge the fine cooperation of the heads of the different divisions of the Department of Labor which made possible the showing we have made in this biennium.

Very truly yours,

FORREST H. SHUFORD,
Commissioner of Labor.

BIENNIAL REPORT OF THE COMMISSIONER OF LABOR

The working people of industrial North Carolina enjoyed two years of full employment and increasing wages during the biennium 1946-1948. The average weekly earnings of industrial workers rose 27.2 per cent during the two years.

At the same time the cost of living rose 28.8 per cent. The result of this was that most North Carolina industrial workers barely held their ground in the inflationary race between prices and wages.

During the past biennium the cost of food increased 47 per cent. The construction cost of the average family dwelling built in North Carolina cities increased 45 per cent. The cost of clothing increased 25.3 per cent.

Our State employees have not been able to hold their ground in the spiral of inflation. During the past five years State employees have taken a terrible beating — a fact which is recognized by practically all of the people in the State. The cost of living has increased throughout the years much more rapidly than the salaries of State employees.

The income of all other groups of workers, both in and out of the State, has increased more rapidly than that of State employees. Average weekly earnings of manufacturing workers in North Carolina increased 29 per cent during the biennium. Workers in nonmanufacturing industries also were granted increases of 25.8 per cent. The earnings of workers in cotton textile mills — our major industry — increased 33.1 per cent. Federal employees had pay increases amounting to 20.1 per cent during the biennium, not including an additional annual increment of \$320 given by the Congress effective July 1, 1948.

NEEDED LEGISLATION

Due to the fact that the earnings of employees in mercantile establishments and other intrastate industries remain consistently lower than the earnings of those in manufacturing and other interstate industries, I feel that the enactment of State minimum wage legislation is needed. Among the reasons supporting my feeling are the following:

1. Minimum wage legislation tends to eliminate unfair competition between employers in manufacturing industries covered by the Federal Wage and Hour Law who sell their goods in many states, and employers in the same business who sell all of their goods within the State and are not covered by the Federal Law.

2. Experience gained in the administration of the Fair Labor Standards Act indicates that business generally can adapt itself to minimum wage standards without undue hardship.

3. Minimum wage legislation offers reasonable assurance against the need for subsidization of unskilled workers by social agencies or public works.

4. While such legislation ordinarily does not cover agricultural workers, it does increase the wages of covered low income groups. Many studies have shown that the incomes of both of these groups closely parallel each other, so that benefits received by industrial workers indirectly benefit all other workers.

LABOR RELATIONS

Events of the past decade have shown abundantly that North Carolina is a good place for industrial production. During the last biennium many new industrial enterprises have selected our State as location for their plants. One of the chief motivating factors in the choice of North Carolina undoubtedly is our large reservoir of reliable industrial labor. Another important factor is our record of excellent labor-management relations.

By and large, our working people and our captains of industry share a native patriotism and a social attitude which cause them to recognize each other as *folks*. They are not divided by class conflict and generally they are considerate and understanding of each other's problems.

The concrete results of good labor-management relations have been shown in North Carolina year after year by low strike totals and by the small number of work days lost because of industrial disputes. Last year our time lost on account of strikes amounted to only half of the national average for each state. Seventy-five per cent of the total working time lost on account of work stoppages in North Carolina during the entire biennium was the result of five large strikes, one of which was nation-wide in character. We have remained far below the national average in the number of strikes, the number of workers

involved in them, and the number of days idle. We have continued in peace the same splendid record which we made during World War II.

The Conciliation and Arbitration services of the Department of Labor have been at least partly responsible for the condition of industrial peace which North Carolina has enjoyed during the past biennium. This statement is proven by the fact that some 50 labor-management cases were arbitrated successfully during the two years and by the additional fact that only 83 of the 332 cases handled by the Conciliation Service actually resulted in work stoppages. Another fact which merits comment is that the number of strikes in North Carolina, the number of workers which they involved, and the number of man-days idle diminished sharply during the fiscal year 1947-1948, compared with the previous year.

INDUSTRIAL SAFETY

The safety and health of industrial employees is an important concern of the Department of Labor. Our safety inspectors constantly carry forward a campaign of safety education among North Carolina employers and plant safety directors. Safety inspection work is not as spectacular as conciliation and arbitration of industrial disputes which usually are given wide publicity, but it is equally important to our job of keeping North Carolina in the forefront in peaceful industrial relations.

In its regular work of enforcing the Labor Laws and promoting safety and health programs in industrial plants, the Department of Labor has maintained impartial, but friendly and cooperative, relationships with industry through its inspection contacts. It is necessary sometimes for the Department to act as a policeman enforcing the law. More often, however, the Department is accepted as a public service agency with which industry is glad to cooperate in order to secure improved working conditions and labor-management relations.

With the active assistance of a committee of industrial safety directors from more than a score of leading North Carolina industries, the Department of Labor during the biennium conducted an Industrial Manpower Conservation Program. The safety inspection drives, educational work and awards program carried out in the course of this project have effected material reductions in accident rates in two industries. The accident rate in the brick and tile industry was reduced 25 per cent dur-

ing the biennium. Our work in the wood furniture industry likewise has been successful. Although we have engaged in the furniture industry drive only since the first of this year, the accident data obtained show a reduction of 21 per cent in lost-time injuries this year compared with the previous year.

A total of 368 industrial plants qualified for the Department's Certificate of Safety Achievement during the biennium by reducing their accident rates 40 per cent or more, or by maintaining accident rates 75 per cent below the State average.

The excellent results obtained so far under this Manpower Conservation Program indicate that it should play an increasingly significant role in contributing to the safety and health of North Carolina industrial workers, not just in a few industries which are made the subjects of concentrated drives, but in all industries which present accident and health hazards to employees.

STATISTICS AND INFORMATION

The statistical data on employment, working hours, weekly and hourly earnings, and building construction activity, which are compiled regularly by the Division of Statistics, together with many special studies and reports, have more than an abstract interest to many people in North Carolina. They are used in a number of practical ways by labor and management. They also have their educational uses to students and other persons studying the economy of North Carolina. There is a constant demand for this type of information, as well as for information about the other activities of the Department of Labor.

Through the Department's Information Service, this information is made available to subscribers to the Department's monthly bulletin, *North Carolina Labor and Industry*, and to the general public through regularly issued newspaper and radio releases. The productions of our Information Service have been accepted and widely used in the press of this State because of their consistently non-partisan, informational character and because of the careful attention to accuracy which goes into their preparation.

DIVISION REPORTS

The accomplishments of the Department of Labor during the last biennium are presented in detail in the reports which follow by Mr. Lewis P. Sorrell, Deputy Commisisoner of Labor and Chief of the Division of Standards and Inspections; Mr. Frank

Crane, Director of the Division of Conciliation; Mr. C. L. Beddingfield, Director of the Division of Apprenticeship Training; Mr. C. H. Pritchard, Director of the Division of Statistics; Mr. Almon Barbour, Publicist; and Mr. J. M. Vestal, Chief of the Bureau of Labor for the Deaf.

Of particular interest are the sections which detail the tremendous expansion of apprenticeship training programs and the growth of the Department's industrial safety work during the biennium. Both the Division of Apprenticeship Training and the Division of Standards and Inspections have requested funds for additional personnel, without which it will be impossible for them to meet the minimum needs in their respective fields. I sincerely hope that these requests will be considered carefully and acted upon in a favorable manner. The work of the Division of Apprenticeship Training is essential to the growth of a technically trained, skilled labor force with which to meet North Carolina's needs in the construction, mechanical and service industries. The safety work of the Division of Standards and Inspections likewise is essential to preserving the labor force which we already have and to eliminating the expensive and wasteful industrial accidents which every year take their toll in the form of human suffering, lost wages, lost production, lost profits, lost goods and services, and reduced tax collections by the State. I feel that the requests of these Divisions for additional personnel are conservative and represent the minimum necessary for them to perform their duties.

REPORT OF EXPENDITURES, DEPARTMENT OF LABOR 1946-1947

Revenue

Appropriation — Chapter 143, P. L. 1945	\$173,988.00
Federal Wage and Hour Payments	84,520.29
	258,508.29

Refunds

Refund of Expenditures	950.36	\$259,458.65
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Expenditures

Expenditures	239,225.53	
Refund of Expenditures	950.36	
	240,175.89	
Excess Revenue Over Expenditures	\$ 19,282.76	

PURPOSES

Administration	\$ 18,376.12
Employment Service for the Deaf	4,439.52
Statistical Division	10,120.99
Standards and Inspections	79,960.84
Wage and Hour Division	85,170.41
Supplies, Service and Expense	2,869.05
Apprenticeship Training	10,784.28
Conciliation Service	12,904.00
Emergency Salaries — State	4,658.20
Emergency Bonus — State	9,942.12
	\$239,225.53

OBJECTS

Salaries and Wages	\$164,995.89
Supplies and Materials	1,342.11
Postage, Telephone and Telegrams	3,922.73
Travel Expense	37,290.94
Printing and Binding	1,725.09
Repairs and Alterations	271.04
General Expense	4,348.33
Equipment	1,456.29
Emergency Salaries — State and Federal	7,765.09
Emergency Bonus — State and Federal	16,108.02
	\$239,225.53

REPORT OF EXPENDITURES, DEPARTMENT OF LABOR 1947-1948

Revenue

Appropriation — Chapter 500, P. L. 1947	\$210,949.00
Federal Wage and Hour Payments	65,916.79
	<hr/>
	\$276,865.79

Refunds

Refunds of Expenditures	703.75	\$277,569.54
	<hr/>	

Expenditures

Expenditures	\$252,829.39	
Refund of Expenditures	703.75	253,533.14
	<hr/>	<hr/>
Excess Revenue Over Expenditures		\$ 24,036.40

PURPOSES

Administration	\$ 21,935.34
Employment Service for the Deaf	5,659.99
Statistical Division	18,342.79
Standards and Inspections	102,881.73
Wage and Hour Division	64,457.66
Supplies, Service and Expense	3,549.37
Apprenticeship Training	21,278.48
Conciliation Service	14,566.78
Arbitration Panel	157.25
	<hr/>
	\$252,829.39

OBJECTS

Salaries and Wages	\$194,110.92
Supplies and Materials	1,076.16
Postage, Telephone and Telegrams	3,202.59
Travel Expense	42,414.62
Printing and Binding	2,578.29
Repairs and Alterations	367.19
General Expense	4,147.68
Equipment	4,931.94
	<hr/>
	\$252,829.39

DIVISION OF STANDARDS AND INSPECTIONS

LEWIS P. SORRELL, *Deputy Commissioner*

The Division of Standards and Inspections is charged with the administration of the North Carolina Labor Laws, and rules and regulations concerning the safety and welfare of employees. There are four Bureaus in the Division, namely:

The Bureau of Factory and Payroll Inspections

The Bureau of Elevator Inspections

The Bureau of Boiler Inspections

The Bureau of Mine and Quarry Inspections

In addition to enforcing the State Labor Laws and the rules and regulations pertaining to each of the four Bureaus, the Division is responsible for the inspection of establishments subject to the Fair Labor Standards Act and the Public Contracts Act. This responsibility is pursuant to an agreement entered into between the North Carolina Department of Labor and the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

The Department, assisted by a Federal Unit assigned to the Department, has been charged with the administration of these federal laws in North Carolina since April 1941. This Federal Unit has been most cooperative and I believe that under our present operational system we may expect a well coordinated program and continued accomplishments during the next fiscal year.

For general inspection purposes, the State is divided into seven districts with offices in Raleigh, Asheville, Charlotte, Salisbury, Greensboro, Wilmington, and Greenville. A junior and a senior factory safety inspector are located in each district where it seems to be practical and advisable.

In connection with the administration of the Fair Labor Standards Act, due to the reduction in Federal appropriations July 1, 1947 it was necessary to reduce Wage and Hour personnel approximately 35 per cent. In view of this reduction in personnel it was found necessary to place all of the Wage and Hour work under the direction of one supervising inspector. The supervising inspector, in cooperation with the Chief Inspector and Representative of the Federal Wage and Hour and Public Contracts Divisions, is responsible for planning the inspection work for the Wage and Hour and Public Contracts Program in

accordance with the State-Federal Agreement. More detailed information concerning wage and hour work will be given in a subsequent section dealing with "Wage and Hour and Public Contracts Inspections."

During the biennium we were able to keep a full staff of inspectors most of the time. Particular emphasis was placed upon accident prevention work as well as compliance with the provisions of the State Maximum Hour and Child Labor Laws. The subsequent Tables Nos. I and II will reflect in detail the activities of the mercantile and safety factory inspectors.

During the 1944-1946 biennium, plans were made to carry on upon a State basis the safety program conducted during the war by the National Committee for the Conservation of Manpower in War Industries. During the 1946-1948 biennium, 25 safety engineers employed by North Carolina industrial plants served as our Advisory Board in connection with our Safety Program for the Conservation of Manpower in North Carolina Industry.

Of the 25 safety engineers on the Advisory Board, various members were assigned as special representatives on the following committees:

- (1) Education
- (2) Awards
- (3) Periodic Safety Drives in Special Industries

A noteworthy achievement in the education phase of the Program has been the inauguration of a formal industrial safety course at North Carolina State College. Additional contacts have been made with officials of other colleges with the hope of securing the establishment of industrial safety courses.

Special safety awards are given jointly by the North Carolina Department of Labor and the United States Department of Labor to establishments which have reduced their accident frequency rates 40 per cent or more below the previous year, or which have maintained a rate at least 75 per cent below the State average for their industry. A small plant award is given by the North Carolina Department of Labor to qualifying plants having 50 or fewer employees.

Reports received from industry indicate that our awards program is both popular in stimulating interest in organized safety programs and of value in promoting participation by employees in these programs. At the end of the biennium, a total of 368

plants had qualified for our safety award. Of these, 58 qualified by the reduction in accident frequency rate of 40 per cent or more, or maintained a rate at least 75 per cent below the State average during 1946, and 310 qualified during 1947. This increase of more than 400 per cent in the number of plants which qualified during 1947, compared with 1946, shows the interest which has been aroused in organized plant safety through our program.

In the opinion of the Advisory Board, a substantial reduction in accidents can be achieved in any industry by means of a carefully planned safety program. Putting this opinion to the test, the Committee for Periodic Drives in Special Industries selected the relatively small brick and tile industry for our first safety drive.

A safety drive consists of a preliminary survey of the industry by the Department of Labor, followed by a specialized training program for the inspectors who will conduct the drive, inspection of the participating plants, and promotion of plant safety organizations. Safety pamphlets and other materials are prepared and distributed, informing industry of the results and needs as shown by the drive. Follow-up visits are made as the need arises.

Thirty-four brick and tile plants with average total employment of 1,824 workers participated in the first safety drive. The preliminary survey showed that the industry operated during 1946 with the high rate of 39.49 lost-time injuries per 1,000,000 man-hours worked. During a years' intensive safety campaigning, including four industry-wide inspections and circulation of safety materials, the brick and tile accident rate was reduced to 35.77 for the year 1947, a reduction of nine per cent. In the first six months of 1948 the accident rate was reduced to 29.78, which was 17 per cent lower than the industry's 1947 rate and 25 per cent lower than the 1946 rate. We believe that this fine record in the brick and tile industry illustrates well what can be done to reduce the human and financial costs of industrial accidents, given careful planning and concentrated work.

Having achieved noteworthy results in a small industry with our safety program, we selected a large industry for our second safety drive. Following a preliminary survey, our inspectors early in 1948 made an industry-wide inspection in 261 North Carolina wood furniture plants. Tabulated data obtained in these plant visits showed that the industry had an accident

rate of 22.32 lost-time injuries per 1,000,000 hours worked during 1947. The 261 plants employed 31,713 workers during 1947, rolled up a total of 55,743,818 man-hours of work, and had 1,244 lost-time accidents.

In preparing for these safety drives, as in our system of awards, we have received excellent cooperation from the Bureau of Labor Standards of the U. S. Department of Labor. In April 1947, a safety training school in connection with the brick and tile drive was conducted by Messrs. R. P. Blake and Stanley Butcher, of the Bureau of Labor Standards. In January 1948 another inspector training school was conducted by Mr. Butcher, this time in connection with the wood furniture industry drive. In addition to this work, the Bureau has assisted our Department in making preliminary industry surveys and in preparing supplementary materials for use by industry. Our inspectors report that many representatives of industry are glad to receive this special assistance in accident prevention and have expressed the hope that this type of safety work will be continued.

A complete system of determining accident frequency rates in all manufacturing industries, which we developed during the biennium, now affords the Department of Labor reliable information. This system is based upon the calculation of the number of lost-time accidents, in either one plant or an entire industry, for each 1,000,000 man-hours worked. These rates are put to good use in determining which industries stand most in need of concentrated safety drives. They are useful also in connection with our routine inspection work.

News releases are circulated periodically to inform industry and the public of accident rate trends in the various industries. Our State industry averages are compared with the national averages. As our safety program develops, we hope to be able to develop this accident rate program to such a point that we may give individual manufacturing concerns analyses of their experience in accident frequency, severity, and cost analysis.

A safety code designed to prevent accidents and reduce hazards in the construction industry was drawn up and was approved by the Governor, to become effective July 1, 1948. With a competent inspector with education and experience to supervise this work and with the aid of our senior safety inspectors, the code can be enforced. We believe that this will reduce materially the number of accidents and fatalities in the construction industry. According to the North Carolina Industrial Commis-

sion's figures for the fiscal year 1945-1946, there were 62,335 total days lost due to accidental injuries in the construction industry at a direct cost of \$505,987. According to their report there were 17 deaths and permanent total disabilities.

There has been a considerable increase in the construction of buildings in the past ten years. According to the 1948 report of the National Safety Council, the construction industry is considered one of the most hazardous industries. This is verified by the fact that the construction industry's national frequency rate was 24.14 in 1947. Records are not available in our office showing the State frequency rate. The National Safety Council's figures show that the construction industry had a total of 2,400 fatalities in 1947. This was at the rate of 96 deaths per 100,000 workers, which is the second highest rate in any industry in the nation.

During this biennium the Elevator Bureau has operated most successfully and there has been a considerable increase in the demand for and purchase of new elevators to replace elevators that became very badly worn and antiquated during the war when materials were not available. For a more detailed report of the activities of this Bureau I refer you to Table No. VI.

Considerable improvements have been made in the operation of the Boiler Bureau, even though we only have one inspector at the present time. However, during this biennium we did have the services of two inspectors part of the time. At the conclusion of this report you will find recommendations, which, if granted, I think will improve the Boiler Bureau considerably.

The Mine and Quarry Bureau is operating on a more nearly normal basis than at any time since the beginning of the war. I think the activities of this Bureau are self-explanatory and for a more detailed report I refer you to Tables Nos. III, IV and V under the heading, "Bureau of Mine and Quarry Inspections".

RECOMMENDATIONS

I. BOILER BUREAU

In order for the Boiler Bureau to operate more efficiently, I recommend that an appropriation be made sufficient to cover all salaries of Bureau personnel and all other operating expenses of the Bureau.

At present the Boiler Bureau is operated partly by appropriations and the remainder of its operating costs are dependent

upon income derived from inspectional services and the issuance of certificates of operation for boilers.

Since our Boiler inspectors are required to make their salaries and travel expenses solely from inspection fees, all of their working time must be devoted to inspection work. Consequently, they are unable to render other equally important services necessary to the enforcement of the Law and to furnish the employers, boiler manufacturers and repairmen the necessary instructions in welding and repairing of boilers. They are also unable to assist in securing compliance where violations are found by the insurance inspectors, who are our authorized agents.

To provide the personnel necessary to handle this work, we need adequate appropriation for a Chief Boiler Inspector who will spend his time in supervising the work in the Bureau, checking the reports of the insurance inspectors and other technical and detailed work of the Boiler Bureau. He could devote part of his time to inspections which will bring in some revenue, but not enough to pay his salary.

Securing a Chief Boiler Inspector will allow the Senior Boiler Inspector to devote his full time to field inspection work, from which the income should be more than enough to pay his salary and expenses.

An appropriation adequate for two stenographer-clerks, one Chief Inspector and one Senior Inspector, would enable us to operate with efficiency. All revenue derived from the issuance of certificates and from inspection fees should be deposited in the State Treasury. A similar system is in operation in the Gasoline Oil and Inspection Division of the North Carolina Department of Revenue.

II. INCREASED PERSONNEL IN INSPECTION DIVISION

(1) It is recommended that a Safety Supervisor be provided to direct our accident prevention work in connection with the Conservation of Manpower Program. He would act as field supervisor of all safety work. Other duties would include the following: Collection, compilation and use of frequency rates; preparation of safety materials for use by inspectors and industrial management; training of new inspectors and refresher safety courses at stated intervals for all inspection personnel; coordination of material for publicity releases pertaining to safety work.

(2) The Safety Supervisor would need a secretary to relieve him of office details in order that he might spend as much time as possible in the field.

(3) A Safety Engineer is needed to make inspections and to give counsel and advice in connection with the administration of the Construction Industry Safety Code.

(4) It is recommended that a secretary be provided to spend half of her time handling correspondence for the Safety Engineer enforcing the Construction Code and the other half handling correspondence for the Elevator Inspector enforcing the Elevator Code.

(5) As a result of the considerable recent expansion of manufacturing industries in North Carolina and of new service industries which have grown up to serve the needs of an increased number of industrial workers, we need four additional Senior Factory Inspectors to inspect manufacturing plants and three additional Junior Factory inspectors to inspect the service establishments. In the mercantile industries there are serious problems with respect to the employment of women and children. We have found that women are very useful as mercantile inspectors and in handling the problems of women and children employed in these establishments.

We have reached the stage in this field of work where we should have a Supervising Inspector for this particular activity. She would also have the responsibility of checking and approving the issuance of child labor certificates, as required by the State Child Labor Law and by the federal Wage and Hour Law in connection with our State-Federal Cooperative Agreement. It would also be her responsibility to assist in the training of the personnel in the County Welfare Departments who have the required duty of issuing, under our supervision, employment certificates for minors under eighteen years of age.

(6) In addition to the above, we need two junior stenographer-clerks to assist in handling the increased volume of work caused by the requested increase in inspection personnel. At the present time we are understaffed by one employee and our work has been handicapped considerably during this biennium. Therefore, I most urgently recommend these two employees.

BUREAU OF FACTORY AND PAYROLL INSPECTIONS

Our inspection staff is divided into three groups of inspectors. In each of the seven districts, a senior factory inspector directs the State inspection work. This inspector is responsible for making safety and health inspections in all manufacturing establishments, spot-checking payroll records to determine compliance with the Child Labor and Maximum Hour Laws, and reporting any violation of the Fair Labor Standards Act which he may observe.

Our junior factory inspectors make inspections for compliance with the State Law provisions governing hours of work, child labor, and safety and health regulations applying to retail, service and intrastate manufacturing establishments. These inspectors also obtain general data on coverage and compliance with the Fair Labor Standards Act, as prescribed in our cooperative agreement with the U. S. Department of Labor.

These two groups of inspectors are concerned with the maintenance of safe and sanitary working conditions in every place of employment in the State. The primary work of the safety inspector in most establishments is to advise and to discuss with the management the most practical methods of carrying out the provisions of the Industrial Code. Many employers do not have to be "sold" on the idea of providing satisfactory working conditions, nor are enforcement measures necessary in order to secure compliance with the provisions of the Code. They are anxious to make improvements which are beneficial. However, there are other employers—a minority group—who resist all efforts of the inspector to secure voluntary compliance with the Labor Laws and the safety and sanitation regulations. Some of these employers will violate the law even though inspections are made as frequently as our personnel permits. In dealing with this type of employer, it is often necessary to resort to the courts to secure compliance with the Labor Laws, as less drastic measures will not secure the desired results.

During this biennium our senior safety inspectors made 3,793 inspections and 1,333 reinspections or compliance visits. This is an average of 1,896 inspections and 666 reinspections per year. For a short period of time we had one or more vacancies. Our junior factory inspectors made 14,032 inspections and 2,222 reinspections of mercantile establishments, restaurants, and intrastate service establishments. The Mine and Quarry inspectors

made 853 inspections and 337 reinspections. The payroll inspectors under the State-Federal Wage and Hour Agreement made 1,515 payroll inspections and investigations. We had one Elevator Inspector who made 924 inspections and approved plans and specifications for 423 new elevators.

TABLE I

ORDERS ISSUED DURING THE BIENNIUM—JULY 1, 1946 TO JUNE 30, 1948

Tabulation Shows Number and Types of Orders Noted by Industry

INDUSTRY	Violations of Labor Laws and Safety and Health Codes								
	Total Violations	Child Labor	Hour	Time Records	Sanita- tion	Seat	First Aid	Drink- ing Water	Safety Codes
Food and Kindred Products.....	1,380	400	146	80	186	2	52	14	500
Tobacco.....	321	6	2	2	79	-----	14	23	195
Cotton Textile.....	1,577	112	74	14	265	5	28	12	1,067
Silk and Rayon.....	130	27	15	-----	14	-----	-----	-----	74
Woolen and Worsted.....	62	9	4	1	9	-----	2	-----	37
Knitting Mills.....	653	76	50	29	129	-----	27	5	337
Misc. Textiles and Apparel.....	605	93	28	19	98	4	19	8	336
Lumber.....	2,245	115	164	100	267	-----	113	72	1,414
Furniture and Finished Lumber Products.....	2,003	126	52	41	279	3	41	48	1,413
Paper and Allied Products.....	152	18	8	6	23	-----	8	2	87
Printing and Publishing.....	212	96	18	12	30	1	3	3	49
Chemical and Allied Products.....	299	7	22	9	55	-----	11	15	180
Stone, Clay and Glass.....	481	10	26	14	57	-----	17	13	344
Iron, Steel and Machine.....	385	17	30	14	81	1	15	11	216
Misc. Manufacturing Industries.....	743	26	42	26	110	2	32	20	485
Wholesale Establishments.....	509	116	58	57	91	-----	19	9	159
Eating and Drinking Establishments.....	2,807	1,176	173	242	147	1	-----	2	1,066
Other Retail Establishments.....	9,012	5,504	122	289	352	20	6	43	2,676
Laundries, Cleaning and Dyeing Plants.....	1,931	234	49	112	360	4	116	57	999
Amusement and Recreation.....	1,825	1,665	2	27	18	-----	-----	2	111
Miscellaneous Services.....	905	421	40	56	83	-----	11	19	275
GRAND TOTAL.....	28,237	10,254	1,125	1,150	2,733	43	534	378	12,020

TABLE II

COMPLIANCE WITH ORDERS ISSUED DURING THE BIENNIUM—JULY 1, 1946 to JUNE 30, 1948

Tabulation Shows Number and Types of Corrections Reported by Industry

INDUSTRY	Corrections of Violations of Labor Laws and Safety and Health Codes								
	Total Compli- ances	Child Labor	Hour	Time Records	Sanita- tion	Seat	First Aid	Drink- ing Water	Safety Codes
Food and Kindred Products.....	1,399	419	127	80	177	3	64	16	513
Tobacco.....	345	18	1	1	86	-----	10	14	215
Cotton Textile.....	1,768	156	97	4	229	9	43	21	1,209
Silk and Rayon.....	141	27	12	1	19	-----	-----	1	81
Woolen and Worsted.....	36	9	2	2	7	-----	-----	-----	16
Knitting Mills.....	576	51	45	23	111	-----	29	4	313
Misc. Textiles and Apparel.....	462	45	24	17	86	5	12	7	266
Lumber.....	2,064	141	155	84	251	-----	91	64	1,278
Furniture and Finished Lumber Products.....	1,424	110	54	34	208	6	44	41	927
Paper and Allied Products.....	108	9	10	6	23	-----	5	2	53
Printing and Publishing.....	189	79	14	7	33	-----	1	7	48
Chemical and Allied Products.....	213	8	17	6	33	-----	6	7	136
Stone, Clay and Glass.....	480	12	26	8	64	-----	16	15	339
Iron, Steel and Machine.....	333	17	35	9	64	-----	17	12	179
Misc. Manufacturing Industries.....	771	46	53	21	104	-----	30	25	492
Wholesale Establishments.....	473	111	53	41	78	-----	17	7	166
Eating and Drinking Establishments.....	2,811	1,237	133	241	122	1	-----	3	1,074
Other Retail Establishments.....	10,138	6,485	151	322	343	14	4	43	2,776
Laundries, Cleaning and Dyeing Plants.....	1,963	420	60	107	350	8	84	33	901
Amusement and Recreation.....	1,871	1,672	1	30	22	1	1	2	142
Miscellaneous Services.....	891	511	32	30	68	-----	7	15	228
GRAND TOTAL.....	*28,456	*11,583	1,102	1,074	2,478	* 47	481	339	11,352

*Compliances reported exceed violations found during the 1946-1948 biennium due to violations carried forward from the previous biennium.

FEDERAL INSPECTION WORK: WAGE AND HOUR AND PUBLIC CONTRACTS INSPECTIONS

The Payroll Inspectors are responsible for inspecting establishments to determine compliance with the Fair Labor Standards Act and the Public Contracts Act. They are also responsible for inspecting payroll records in behalf of the State Child Labor and Maximum Hour Laws. While making a detailed payroll inspection, the Payroll Inspector simultaneously makes a compliance report on safety and health inspections previously initiated by the State Safety Inspector.

Prior to July 1, 1947, there were two Supervising Payroll Inspectors. The State was divided into two districts for payroll inspection purposes. The Western District Supervisor was located in Greensboro and had charge of 46 western counties. The Eastern District Supervisor, located in Raleigh, had charge of 54 eastern counties. Due to reduction in Federal Budget, there was a reduction of both inspection type and clerical personnel

effective July 1, 1947. The number of inspectors was reduced by six while four clerical employees were lost. Since July 1, 1947, we have operated with one Supervising Payroll Inspector. The Supervising Payroll Inspector is located in Raleigh and has charge of the entire State. The Payroll Inspectors working under his supervision are located at the various branch offices throughout the State, as outlined in the summary remarks at the beginning of this report.

Priority is given to complaint investigations, public contracts inspections, inspections made at request of employers, special child labor investigations, and other requests from the national Wage and Hour office. Under the present planning program, special attention is given to establishments which previously have not been inspected. This is our policy in order that as many employers as possible may obtain full knowledge of all provisions of the federal Acts, thereby reducing the possibility of violations.

ACTIVITY ON WAGE-HOUR WORK FOR THE PERIOD JULY 1, 1946 THROUGH JUNE 30, 1948

Total number of Wage-Hour inspections made	1,463
Total number of Public Contracts inspections made concurrent with Wage-Hour inspections	52
Total number of Special Child Labor inspections	52
Total amount of restitution paid	\$192,162.56
Total number of employees receiving restitution payments	5,450

BUREAU OF ELEVATOR INSPECTIONS

Application for permits to install new elevators in North Carolina is still on the increase. In most cases where extensive repairs are necessary, the owner of the elevator prefers to replace his old elevator with a new one rather than make repairs.

The owners and operators of elevators rely upon the knowledge and advice of the Elevator Inspector to assist them with their elevator problems. We are still handicapped in the operation of this Bureau as we have only one inspector. We have been unable to employ another capable Elevator Inspector on the amount of money available during this biennium. It is better to leave the job vacant than to put on a man who has not had elevator training and experience. This type inspection service requires a highly skilled person with special training to do the job satisfactorily.

One important function of the Elevator Inspector is to "sell" owners and operators of older elevators upon the wisdom of keeping them in a proper state of repair which insures greater safety and longer life of the elevator. Our Elevator Inspector is constantly being called upon for advice and assistance with plans for new installations, and to determine the type of equipment best suited for a particular job. He is a member of the Sectional Committee, American Standards Safety Code for elevators, dumbwaiters and escalators which affords him an opportunity to keep up with the latest code amendments and the most modern equipment.

There seems to be a considerable increase in inquiries as to the installation and use of escalators in this State. Very little activity has been found in past years as to the use of such equipment in this State.

A more detailed explanation regarding the activities of the Elevator Bureau will be found in the following summary:

REPORT OF BUREAU OF ELEVATOR INSPECTIONS 1946-1948

Approval of plans and specifications for new elevator installations..	423
Test and inspection of new installations	502
Certificates issued for new installations	423
Regular inspection of existing elevators	422
Compliance inspections	189
Conferences with representatives of various elevator concerns	162
Elevators condemned due to unsafe condition	24

BUREAU OF BOILER INSPECTIONS

July 1, 1946 to June 30, 1948

An important factor in the protection of life and property in North Carolina from the disastrous results of steam boiler explosions is the North Carolina Boiler Law, passed by the General Assembly of 1935. The significance of this law increases proportionately with the growing power demands of an industrially expanding State.

As new industries are created, existing industries expanded, and larger and more powerful boilers employing higher pressures come into general use, greater hazards are created and the need for a regular inspection service by trained inspectors becomes evident. Without an inspection service adequate to

determine the need for periodic repairs and replacements, boilers will deteriorate more rapidly, and the likelihood of explosions causing loss of life, heavy property damage, and impaired production is increased. Our policy in the past has been for the State Boiler Inspector and the insurance inspectors to instruct owners in the safe care and operation of boilers. It has helped boiler owners financially, as they have been shown how to take better care of their boilers and how to operate them with greater safety, and has undoubtedly prevented explosions. Regularly inspected boilers are usually kept in good condition. The North Carolina Boiler Law is strictly a safety measure designed to keep the loss of life and of property from boiler explosions to a minimum.

It is illegal to operate any steam boiler in excess of 15 pounds pressure per square inch in North Carolina without a valid certificate of inspection. These certificates are issued upon the basis of the boiler inspectors' reports, after all necessary repairs and changes have been completed and the certificate fee paid.

All steam boilers operating in excess of 15 pounds of pressure per square inch are subject to inspections twice yearly, once externally and once internally. All insured boilers are inspected by insurance inspectors who hold Certificates of Competency issued by the State. These insured boilers are not inspected by the State Inspector. The Department of Labor is authorized by law to accept the report of the insurance inspector in lieu of a State report.

To assure uniform boiler inspections and uniform compliance with the Boiler Law, it is necessary for the Bureau of Boiler Inspections to review the inspection reports on all boilers, whether inspected by a State Inspector or by an insurance inspector. It is necessary for the Bureau to obtain compliance with the law in those cases in which a boiler does not meet the safety requirements of the Boiler Code.

During the previous biennium we were unable to secure the services of a State Boiler Inspector, as both of our Inspectors were called into the Armed Services. We were still unable to secure the services of an Inspector until after the first six months of this biennium. We were able to secure an additional Inspector in September 1947. However, due to the recent resignation of one of our Inspectors, we are again operating with only one.

Due to our not having two Inspectors available throughout this biennium, we have not completed the inspection of all non-insured boilers in the State. It has been very difficult to locate all new establishments which have begun operating since the war and we also found that a large number of establishments operating boilers had gone out of business, changed location, etc., during the war. We have made considerable progress in locating new operators and in again bringing our files up-to-date. Since boilers have become more available, considerable progress has been made in the replacement of non-code constructed boilers, and boilers which due to age and deterioration, had become obsolete.

SCHEDULE OF FEES AS PROVIDED IN THE NORTH
CAROLINA STATE BOILER INSPECTION LAW:

Special Inspections — per day	\$20.00
Special Inspections — one-half day	15.00
External Inspections (Boilers 30 inches in diameter and under), each	3.00
External Inspections (Boilers over 30 inches in diameter), each	4.00
Internal Inspections (Boilers 30 inches in diameter and under), each	4.00
Internal Inspections (Boilers over 30 inches in diameter), each.....	6.00
Certificates of Competency, each	1.00
Certificates of Operation, each	1.00

Following is a report of the Bureau of Boiler Inspection for the biennium 1946-1948:

REVENUE COLLECTED:

	Number	Collected Amount
State External Inspections	851	\$ 2,897.20
State Internal Inspections	556	2,501.90
Number of certificates issued and fees collected		
as result of insurance inspections	7,821	8,179.00
Commissions and renewals: Insurance Inspectors.....	149	149.00
Total Amount Collected		\$13,727.10
Boilers condemned by insurance inspectors	15	
Boilers condemned by State inspectors	48	

EXPENSE:

Attending Board Meetings	\$ 45.70
Salaries and Wages	13,611.23
Office Supplies and Printing	421.48
Postage, Telephone and Telegrams	533.17
General Expense, Bonding Employees, Repairs	16.60
Travel Expense	3,618.10
Office Equipment	444.17
<hr/>	
Total Expense	\$18,690.45
Appropriated	5,057.00
Collections	13,727.10
<hr/>	
Total Income	\$18,784.10
Less: Total Expense	18,690.45
<hr/>	
Amount Reverted	\$ 93.65

BUREAU OF MINE AND QUARRY INSPECTIONS

The mica industry has had a gradual increase in production for the past two calendar years due chiefly to the consumption of the reserve stored up by the Federal Government during the war. For the calendar years 1946 and 1947, 84,605 tons of mica valued at \$1,790,684.13 were mined compared to 53,043.79 tons at \$3,363,774.91 in 1944 and 1945. The difference in the increase in tonnage as well as the decrease in market value is due to the fact that most of the mica mined during 1944 and 1945 was sheet or high grade mica while the greater volume for 1946 and 1947 was scrap mica.

You will note in the following Table No. III production of feldspar approximately doubled during the past two years over the previous biennium. Since the demand for high grade mica is not as great as during the war period, a number of former mica miners have opened feldspar mines thus increasing the tonnage.

The increase in road building and construction has caused an increase in the production of sand, gravel, limestone, granite and crushed stone.

A more detailed report of the Bureau is reflected in Tables Nos. III, IV and V.

TABLE III

BIENNIAL REPORT MINES, QUARRIES AND PITS FOR CALENDAR YEARS 1946 AND 1947

No. Mines & Quarries Reporting	Kind	Actual Number Employed	Normal Employ- ment	Payroll Exec. and Office Employees	Payroll Other Employees	Quantity Tons	Value
40	Mica and Biotite Schist.....	376	370	\$ 55,580.04	\$ 464,194.67	84,605.89	\$ 1,790,684.13
111	Feldspar.....	715	806	53,513.76	665,419.58	319,660.24	2,052,517.25
10	Granite.....	679	1292	125,033.42	955,700.59	512,355.34	1,854,795.00
24	Sand and Gravel.....	666	683	165,533.88	1,131,197.67	4,507,325.28	4,139,935.66
6	Kaolin.....	321	321	23,548.07	594,260.47	430,472.50	883,905.00
6	Pyrophyllite.....	259	268	54,086.93	480,958.30	179,701.00	1,463,753.41
137	Crushed Stone.....	4074	4643	307,156.70	3,360,683.79	6,981,539.56	9,975,628.41
8	Limestone Products.....	227	276	42,070.43	410,845.41	1,294,618.57	1,683,104.36
5	Olivine.....	63	67	2,567.97	86,952.76	12,180.06	106,034.42
4	Brick (Clay).....	137	135	22,275.60	188,009.60	54,897.50	129,381.20
3	Talc.....	91	110	30,575.00	140,398.00	6,995.50	302,300.00
7	Miscellaneous: Quartz, Vermiculite, Flint, Silica, Ilmenite, Marble, Tung- sten.....	476	518	168,529.61	936,414.21	227,157.59	1,480,164.41
361	8084	9489	\$1,050,471.41	\$9,415,035.05	14,611,509.03	\$25,862,203.25

TABLE IV

ACCIDENT REPORTS OF MINE AND QUARRY OPERATIONS, AS REPORTED BY INDUSTRY,
FOR THE CALENDAR YEARS 1946 AND 1947

	Total	Lost Time not Compensable	Lost Time Compensable	Minor— no Lost Time	Fatal	Number Days Lost
MINES:						
Mica.....	27	11	9	7	-----	299
Feldspar.....	121	33	58	30	-----	1,482.50
Talc.....	10	6	4	-----	-----	88
Pyrophyllite.....	70	16	22	31	1	697
Tungsten.....	190	84	60	45	1	1,186
Kaolin.....	34	26	8	-----	-----	197.50
	452	176	161	113	2	3,950.00
QUARRIES:						
Limestone.....	74	6	20	46	2	382
Crushed Stone.....	205	24	99	79	3	1,749.50
Ilmenite.....	11	-----	4	6	1	59
Granite.....	181	160	13	8	-----	384
Brick (Clay).....	8	-----	8	-----	-----	130
Marble.....	4	4	-----	-----	-----	6
Olivine.....	10	8	-----	2	-----	39
	493	202	144	141	6	2,749.50
PITS:						
Sand and Gravel.....	91	17	54	20	-----	740

TABLE V

NUMBER OF ESTABLISHMENTS FOUND IN VIOLATION; NUMBER OF VIOLATIONS FOUND; AND
NUMBER OF COMPLIANCES REPORTED DURING BIENNIUM JULY 1, 1946 TO JUNE 30, 1948

INDUSTRY	Number Establish- ments		State Labor Laws	Safety & Health Regulations	Total
Mines, Quarries, Sand and Gravel Pits.....	316	Violations....	48	800	848
		Compliances..	46	*944	*990

*Compliances reported exceed violations found during the 1946-1948 biennium due to violations carried forward from the previous biennium.

CHILD LABOR

The Division of Standards and Inspections is responsible for the enforcement of the Child Labor Law. The following Tables, Nos. VII and VIII, reflect the number and type of child labor violations by industry, and the number and type of child labor law compliances by industry.

The number of certificates issued for the employment of minors under eighteen years of age will be shown under the report of the Statistical Division.

Immediate compliance with the law was secured in the majority of establishments at the time inspections were made. As previously mentioned in this report, a concerted effort has been made to enforce the provisions of the State Child Labor Law and it is noted that more compliances were secured than violations reported. This was due to the fact that some compliances were secured and recorded during this biennium which were reported as violations during the previous biennium. This improved record has been the result of two factors. First, the inspectors have constantly informed employers of the provisions of the Child Labor Law. Second, close cooperation has been maintained with the Superintendents of Public Welfare who are responsible for issuing employment certificates to minors in their respective counties.

TABLE VII

CHILD LABOR VIOLATIONS DURING THE BIENNIUM—JULY 1, 1946 TO JUNE 30, 1948

Tabulation Shows Number and Types of Child Labor Violations Noted by Industry

INDUSTRY	VIOLATIONS OF CHILD LABOR LAW						
	Total Violations	Hour	Certificate	Time Records	Schedule	Prohibited	Under 14
Food and Kindred products.....	400	116	161	61	14	36	12
Tobacco.....	6	1	5				
Cotton Textiles.....	112	54	39	13	5	1	
Silk and Rayon.....	27	24			3		
Woolen and Worsted.....	9	9					
Knitting Mills.....	76	24	48		4		
Miscellaneous Textiles and Apparel.....	93	14	37		42		
Lumber.....	115	39	55	9	3	7	2
Furniture and Finished Lumber Products.....	126	51	62	1		12	
Paper and Allied Products.....	18	4	12	2			
Printing and Publishing.....	96	8	63	18	1	4	2
Chemical and Allied Products.....	7	2	1			4	
Stone, Clay and Glass.....	10	3	6	1			
Iron, Steel and Machine.....	17	2	10	3		2	
Miscellaneous Manufacturing Industries.....	26	6	18		1	1	
Wholesale.....	116	20	57	28	11		
Eating and Drinking Establishments.....	1,175	151	380	258	291	82	13
Other Retail.....	5,505	658	2,168	881	1,734	20	44
Laundries, Cleaning and Dyeing Plants.....	234	37	116	49	11	9	12
Amusement and Recreation.....	1,665	238	592	402	305	28	100
Miscellaneous Services.....	421	66	157	84	75	28	11
Totals.....	10,254	1,527	3,987	1,810	2,500	234	196

TABLE VIII

COMPLIANCE WITH CHILD LABOR LAW DURING THE BIENNIUM—JULY 1, 1946 TO JUNE 30, 1948

Tabulation Shows Number and Types of Child Labor Corrections Reported by Industry

INDUSTRY	COMPLIANCE WITH CHILD LABOR LAW						
	Total Compliances	Hour	Certificate	Time Records	Schedule	Prohibited	Under 14
Food and Kindred products.....	419	93	185	96	21	19	5
Tobacco.....	18	5	7	3	2		1
Cotton Textiles.....	156	59	33	17	46	1	
Silk and Rayon.....	27	8	16		3		
Woolen and Worsted.....	9	9					
Knitting Mills.....	51	8	42			1	
Miscellaneous Textiles and Apparel.....	45	9	35		1		
Lumber.....	141	51	60	10	3	15	2
Furniture and Finished Lumber Products.....	110	29	66	2	4	8	1
Paper and Allied Products.....	9	4	4	1			
Printing and Publishing.....	79	16	24	18	1	2	18
Chemical and Allied Products.....	8		4			4	
Stone, Clay and Glass.....	12	4	7	1			
Iron, Steel and Machine.....	17	3	10			4	
Miscellaneous Manufacturing Industries.....	46	10	26	7	1	1	1
Wholesale.....	111	20	62	17	11	1	
Eating and Drinking Establishments.....	1,238	151	423	251	305	92	16
Other Retail.....	6,484	758	2,470	1,109	2,071	18	58
Laundries, Cleaning and Dyeing Plants.....	421	84	180	80	33	27	17
Amusement and Recreation.....	1,663	236	569	399	351	30	78
Miscellaneous Services.....	512	63	192	108	115	17	17
Totals.....	*11,576	*1,620	*4,415	*2,119	*2,968	*240	*214

*Compliances reported exceed violations found during the 1946-1948 biennium due to violations carried forward from the previous biennium.

CONFERENCES

The inspection staff is called upon continually for information about the State and Federal Labor Laws and the Safety and Health Codes. Proper and adequate dissemination of this information requires that the inspectors maintain contacts with city and county officials, superintendents of public welfare, officials of labor organizations, secretaries of chambers of commerce and of merchants associations, and other civic and community leaders interested in the welfare of the people.

A total of 3,520 such conferences were held by the inspectors during the biennium.

COMPLAINTS

A total of 220 complaints alleging violations of the State Labor Laws and the Safety and Health Codes were received and investigated during the biennium.

The principal complaints concerned excessive hours of work contrary to the provisions of the Maximum Hour and Child Labor Laws, insanitary and insufficient toilet facilities, unsafe and unhealthy working conditions, improper ventilation, and failure to provide seats for female employees. Complaint investigations were given priority where the allegations indicated violations. If violations were found by the inspector, appropriate action was taken in each case to secure compliance.

There was an increase in the number of complaints received during the biennium. The majority of the complaints were made by employees of non-manufacturing establishments.

PROSECUTIONS

It is the policy of the Department of Labor to secure compliance with all of the Labor Laws by enlisting the voluntary cooperation of management rather than by resorting to legal action.

Where violations appear to be willful, however, and where no disposition to correct them is shown, legal action is taken as provided by statute. Establishments are never prosecuted unless previous inspections have been made and the management has been informed of the provisions of the Labor Laws by one of our inspectors.

During the biennium, 11 establishments were prosecuted for violation of the Labor Laws and convictions were obtained in

all of the cases. The majority of the establishments prosecuted were intrastate operators who were found to be illegally employing minors in prohibited occupations and working them excessive hours. The prosecutions resulted in fines and costs amounting to approximately \$450.

DIVISION OF CONCILIATION

FRANK CRANE, *Conciliator*

The third Biennial Report of the Conciliation Service, covering the period July 1, 1946 to June 30, 1948, is herewith respectfully submitted.

During the biennium a total of 332 cases involving the problems of labor and management, including a number of strikes and threatened strikes, came to the attention of the Conciliation Service. These cases were distributed among 18 industries. In North Carolina's major industry, textile manufacturing, there was a total of 101 cases during the biennium. Table I shows the number of cases in each industry during the Biennium and the number for each month.

Table II indicates the approximate number of employees involved in these cases and shows the months in which notices of labor-management disputes were received by the Conciliation Service.

Table III is a tabulation of strikes which occurred during the Biennium, showing the year and month in which they began, the approximate number of workers involved, and the number of man-days idle.

Beginning in July 1946, the largest furniture plant in the State, employing some 1,500 workers, was involved in a three months' strike over the security and wage provisions of the union's first contract. The resulting work stoppage caused a loss of some 120,000 man-days.

In March 1947, the longest strike in the history of the State began in a textile mill, the paramount issue being the "check-off." This strike extended over more than a year, with much legal action. It added well over 100,000 man-days to total strike losses.

In April 1947, North Carolina was caught in the nation-wide telephone strike. About 5,000 employees were involved and more than 100,000 man-days of work were lost.

During the same month of 1947, a dispute over union recognition in a textile mill developed into a strike which caused the loss of 100,000 man-days of work.

The State's largest tobacco manufacturing company went on strike in May 1947, causing a loss of almost 150,000 man-days of production.

The five strikes listed above were responsible for the loss of some 570,000 man-days and accounted for 80 per cent of the time lost on account of industrial disputes during the fiscal year 1946-1947. They also accounted for 74.5 per cent of the total strike losses during the entire Biennium.

The fiscal year 1947-1948 was, comparatively, a very peaceful year on the industrial front. No major strike occurred. The small strikes which did occur were of comparatively short duration and involved few employees.

The impact in North Carolina of the Taft-Hartley Act, which became effective in August, 1947, is reflected in the 119 per cent increase in cases reported for the fiscal year 1947-1948. The Act requires that the State and Federal Conciliation Services be given notice in cases where the parties to a dispute have been unable to reach accord within thirty days prior to the termination of their contract. Fortunately, economic conditions were such that most industries were able to meet the major issues of wage demands with the so-called "second round" of wage increases. Therefore, most of the cases were settled without too much difficulty.

Relations of full cooperation have continued between the Conciliation Service and the Federal Mediation and Conciliation Service. We have cooperated also with the Industrial Relations Branch of the Bureau of Labor Statistics, U. S. Department of Labor, in order to minimize delay and avoid duplication in statistical matters. These cooperative arrangements have enabled both the State and Federal agencies to handle expeditiously labor-management controversies, strike information, and the proper channeling of inter-agency matters.

TABLE 1*

NUMBER OF CASES COMING TO ATTENTION OF THE NORTH CAROLINA CONCILIATION SERVICE AND/OR FEDERAL MEDIATION
AND CONCILIATION SERVICE DURING BIENNium 1946-48 BY INDUSTRY AND BY MONTH

INDUSTRY	ALL MONTHS	1946-47												1947-48											
		JULY	AUG.	SEPT.	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE
		11	15	10	7	9	7	6	8	5	8	7	11	5	32	25	26	14	20	13	20	17	18	21	17
ALL INDUSTRIES.....	332	11	15	10	7	9	7	6	8	5	8	7	11	5	32	25	26	14	20	13	20	17	18	21	17
Building Trades (Construction)	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	1	1
Chemicals.....	16	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	1	1
Communications.....	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	1	1
Food and Products.....	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	2	2
Furniture and Lumber.....	51	5	5	1	1	1	1	1	1	3	1	3	3	2	7	5	1	4	4	3	1	1	5	2	5
Machinery and Foundry.....	15	2	2	1	1	1	1	2	3	1	1	1	1	2	7	2	1	4	4	1	1	2	1	2	1
Motion Picture and Amusements.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Paper and Paper Products.....	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Personal Service.....	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Printing and Publishing.....	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rubber.....	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stone, Clay, Glass.....	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Textiles.....	101	3	3	6	4	4	4	6	1	2	4	4	4	1	10	9	15	2	3	10	5	3	5	2	2
Tobacco.....	51	4	4	2	4	1	1	1	1	1	1	1	1	1	6	2	5	1	1	1	1	4	1	11	3
Transportation.....	24	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	5	1	1	1	1	1	1	1	3
Transportation Equipment.....	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Utilities and Utility Equipment.....	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

*Source: U. S. Department of Labor; Bureau of Labor Statistics; Federal Mediation and Conciliation Service; North Carolina Conciliation Service and unpublished data.

TABLE II*

NUMBER OF WORKERS INVOLVED IN CASES COMING TO ATTENTION OF THE NORTH CAROLINA CONCILIATION SERVICE AND/OR FEDERAL MEDIATION AND CONCILIATION SERVICE DURING BIENNium 1946-48, BY MONTH AND FISCAL YEAR.

MONTH	1946-47		1947-48	
	Number	Workers Involved	Number	Workers Involved
TOTAL.....	104	55,358	228	94,165
July.....	11	14,278	5	1,721
August.....	15	2,262	32	5,658
September.....	10	2,540	25	7,660
October.....	7	3,547	26	7,697
November.....	9	2,592	14	5,143
December.....	7	2,117	20	5,311
January.....	6	3,432	13	4,418
February.....	8	4,449	20	17,889
March.....	5	708	17	1,768
April.....	8	5,298	18	8,398
May.....	7	8,770	21	23,602
June.....	11	5,365	17	4,900

*Source: U. S. Department of Labor, Bureau of Labor Statistics; Federal Mediation and Conciliation Service; North Carolina Conciliation Service and unpublished data.

TABLE III*

STRIKES IN NORTH CAROLINA DURING BIENNium 1946-1948 BY MONTH OF BEGINNING AND FISCAL YEAR

MONTH	1946-47			1947-48		
	No.	Workers Involved	Man-Days Idle (All Strikes)	No.	Workers Involved	Man-Days Idle (All Strikes)
TOTAL.....	53	20,549	705,974	30	3,617	58,998
July.....	6	1,966	128,893	4	815	4,245
August.....	7	726	10,930	2	225	17,830
September.....	7	1,480	24,480	3	152	4,184
October.....	5	935	15,760	4	461	5,199
November.....	5	513	9,633	3	74	1,200
December.....	3	843	8,121	1	205	1,500
January.....	1	70	1,550	0	0	0
February.....	4	1,281	17,137	1	50	2,300
March.....	2	552	105,064	5	390	7,500
April.....	4	5,808	196,977	2	435	7,100
May.....	5	5,606	144,395	5	810	7,940
June.....	4	769	43,034	0	0	0

*Source: U. S. Department of Labor, Bureau of Labor Statistics; Federal Mediation and Conciliation Service; North Carolina Conciliation Service and unpublished data.

TABLE IV*

By Year	SITUATIONS AND STRIKES IN NORTH CAROLINA					Per Cent of National Total
	Number of Situations	Workers Involved	Number of Strikes	Workers Idle	Man-Days Idle	
1941	State Conciliation Service Established.....		34	18,731	105,085	.5
1942	109	64,827	26	4,826	24,254	.6
1943	201	114,865	57	18,511	103,368	.8
1944	187	75,584	45	11,056	68,057	.8
1945	113	40,355	37	17,470	438,000	1.2
1946	109	37,424	56	14,400	452,000	.4
1947	193	61,212	37	16,000	542,000	1.6

*Source: U. S. Department of Labor, Bureau of Labor Statistics; United States Mediation and Conciliation Service; North Carolina Conciliation Service and unpublished data.

ARBITRATION SERVICE

Since the enactment in 1945 of the North Carolina Voluntary Arbitration Act, the Commissioner of Labor has maintained a list of qualified citizens who have served as arbitrators under the provisions of the Act. The men who have been appointed are experienced arbitrators who have served previously as private or government arbitrators.

During the biennium 1946-1948, a total of some 50 cases involving differences between labor and management were arbitrated successfully by the arbitrators appointed by the Commissioner. In each of these cases the arbitrators served at the combined request of labor and management. All requests for arbitration were made voluntarily by both labor and management.

The North Carolina Department of Labor tries to promote the settlement of differences between labor and management through the processes of collective bargaining whenever and wherever this is possible. By the exercise of mutual good will, consideration and understanding, and by discussing their differences frankly and openly, labor and management in North Carolina have been able in the majority of cases to settle their problems peacefully and satisfactorily. Conciliation and mediation often helps them to achieve such settlements. There is no necessity for arbitration whenever a mutually agreeable settlement can be reached through direct collective bargaining.

Unfortunately, not all differences between labor and management can be ironed out so easily. In disputes where the parties are unable to reach agreement, the machinery of arbitration is of great value in securing industrial peace and uninterrupted production. Upon the joint request of labor and management, an arbitrator may study the issues in a dispute and decide the case in an impartial manner. Meanwhile, work and production continue. There is no interruption of production, wages or profits. Thus the public, the workers, management and stockholders benefit alike by the advantages of arbitration.

The following citizens were serving as arbitrators at the end of the biennium:

ARBITRATORS APPOINTED BY THE COMMISSIONER OF LABOR

Clarkson, Francis O., Attorney, Taliaferro & Clarkson, Charlotte.

Darden, John W., Parole Supervisor, N. C. Paroles Commission, Plymouth.

Friedlaender, Marc, Professor of English, Woman's College of the University of North Carolina, Greensboro.

Guthrie, Paul N., Professor of Economics, University of North Carolina, Chapel Hill.

Heaton, George D., Jr., Minister, Myers Park Baptist Church, Charlotte.

Hobbs, Richard J. M., Professor of Commercial Law, School of Commerce, University of North Carolina, Chapel Hill.

Jenkins, Raymond, Dean of Catawba College, Salisbury.

Keister, Albert S., Professor of Economics, Woman's College of the University of North Carolina, Greensboro.

Maggs, Douglas B., Professor of Law, Duke University, Durham.

Memory, Jasper L., Jr., Professor, Director of Public Relations, Wake Forest College, Wake Forest.

Millar, William H. F., Attorney, Millar & Medford, Waynesville.

Spengler, Joseph J., Professor of Economics and Business Administration, Duke University, Durham.

Van Hecke, M. T., Professor of Law, University of North Carolina, Chapel Hill.

Waynick, Capus, Director, Venereal Disease Education Institute, N. C. Board of Health, Raleigh.

Wettach, Robert H., Professor of Law, Dean of Law School, University of North Carolina, Chapel Hill.

Wolf, Harry D., Professor of Labor Economics, School of Commerce, University of North Carolina, Chapel Hill.

DIVISION OF APPRENTICESHIP TRAINING

C. L. BEDDINGFIELD, *Director*

The North Carolina Voluntary Apprenticeship Act, Chapter 229, P. L. 1939, created the Division of Apprenticeship Training.

The North Carolina Apprenticeship Law is designed as a working arrangement whereby committees of employers and employees, working together, may promote the training of young workers in the skilled trades of industry; provide reasonably continuous employment; and guarantee a living wage and provide thorough on-the-job training in all phases of the several skilled trades, supplemented by related technical training.

The first consideration of the apprenticeship program is the welfare of the apprentice. It is a known fact that interests of employers, employees and the public will be served best when the interest of the apprentice is constantly in the forefront.

THE NORTH CAROLINA APPRENTICESHIP COUNCIL

The State Apprenticeship Council is composed of three members representing employers; three members representing employees, who are appointed by the Commissioner of Labor; and the State Supervisor of Trade and Industrial Education. The Council members are: Forrest H. Shuford, Commissioner of Labor, Chairman; George W. Coggin, State Supervisor of Trade and Industrial Education, Vice-chairman; and the following employer and employee representatives:

Employer Representatives

L. P. Kennedy, General Supt.
Norfolk Southern Railroad
Raleigh, N. C.
A. J. Fox
General Contractor
Raleigh, N. C.
Robert M. Kermon, Exec. Secy.
N. C. Association of Plumbing
and Heating Contractors
Raleigh, N. C.

Employee Representatives

E. D. Faires, Business Agent
Local Plumbers and Steamfitters
Charlotte, N. C.
E. T. Dorrity, President
I. A. M.
Winston-Salem, N. C.
Lloyd D. Hardy, Vice-President
N. C. State Federation of Labor
Raleigh, N. C.

C. L. Beddingfield, Secretary and Director of Apprenticeship.

DIVISION ACTIVITIES

In the Biennial Report of 1944-1946, I called to your attention the increased demands being made of this Division by employers asking for organized apprentice training programs in order that they might be qualified to offer apprenticeship training to veterans under the "G. I. Bill of Rights."

Since that report there has been no letup of these demands. Realizing the extent of the demand for apprentice training programs, the General Assembly of 1947 authorized three field representatives and one office employee for assignment to the Division of Apprenticeship Training.

The results of that action have been most gratifying. As of June 30, 1948, there were 2,208 registered apprentice training programs in the State, which means that there are more than 2,208 different establishments in North Carolina which have organized apprentice training in their plants and shops at the

present time. These concerns are training more than 3,021 new workers who are registered with this Division to become skilled craftsmen and mechanics.

The table at the end of this report gives a detailed breakdown of the programs and registered apprentices by trades. More than 50 new programs have been approved and registered each month during the calendar year 1948. More than 100 apprentices have been indentured each month. There is no letup in sight. All indications point to the doubling of the total number of programs and apprentices during the next biennium.

The State approving agency for Veterans Training realizes the acute need for highly trained craftsmen in the skilled trades, particularly those in the building industry. The agency also realizes the necessity of uniform training in these trades throughout the State. All applications for approval of veterans training in these trades are now being referred to the Division of Apprenticeship Training in order that apprenticeship programs may be written. This assures the apprentice that upon completion of his training he will be able to work for any contractor in the building industry. This responsibility also means additional work for the field representatives and the office staff of the Division. It means more apprentice training programs to be organized, written and serviced, and many additional apprentices to be registered and supervised.

The effectiveness of apprentice training programs depends to a considerable extent upon the related technical training with which apprentices supplement their work on the job. Much progress has been made in this respect during the biennium. In the city of Charlotte alone, for example, more than 200 young apprentices are receiving technical training for four hours each week during the current school year. The Voluntary Apprenticeship Act requires that apprentices attend classes in related instruction for a total of 144 hours each year. This places an additional responsibility upon our field representatives, who must make frequent checks to determine that employers and apprentices are living up to their commitments in this respect.

RECOMMENDATIONS

With a total of more than 2,208 approved and registered programs and 3,021 registered apprentices, each of our field representatives at the end of the last fiscal year had a case load of 368 programs and 503 apprentices to supervise. Such a heavy

case load makes it an almost impossible task to service these programs and apprentices properly. Meanwhile, as indicated previously, both the number of programs in operation and the number of apprentices indentured continue to increase substantially each month. If the work of the Division develops as much in the next biennium as it did in the last—which we confidently expect—it will be impossible for us to render the services demanded by the employers of the State unless additional personnel for the Division is provided by the General Assembly.

The case load of each field representative of the Division of Apprenticeship Training would be double the figures quoted above, were it not for the fact that the Federal Apprenticeship Bureau, U. S. Department of Labor, has placed three field men in the State. These people work on the State level, reporting all of their activities through the State Apprenticeship Division. All programs written by the federal employees are submitted to the State Apprenticeship Council for approval and registration. These men are assigned to specific districts by the State Director of Apprenticeship. They have the same duties and responsibilities as do the State field representatives.

Two things are essential in a properly run apprenticeship program. First, there must be adequate supervision of the apprentice in his work assignments in order to see that he lives up to his contract. Second, the apprentice must take full advantage of his related technical training. It is impossible for six field men to service properly more than 2,200 programs and more than 3,000 apprentices. By the beginning of the next fiscal year we will have more than 3,000 programs and 4,500 apprentices to service. It is imperative that additional help be provided.

In the fall of 1947 the U. S. Civil Service Commission made an extensive survey in order to determine the maximum case load which a field representative in apprenticeship training work could service properly. The figure arrived at was 300 programs. Our case load per field man already is much higher than 300. By the beginning of the next fiscal year, our present staff will have a case load of about 500 programs per man.

In view of these conditions, I feel that the Division must have at least two additional field representatives and one additional office employee for secretarial duties.

APPRENTICES INDENTURED AND PROGRAMS REGISTERED UNDER NORTH CAROLINA APPRENTICESHIP COUNCIL

According to Trades and Industrial Group

August 31, 1948

Mechanical Trades	No. Registered Programs	No. Registered Apprentices
Airplane and Engine Mechanic	2	2
Auto Battery and Electrical Specialists....	1	1
Auto Body Repairman	175	229
Auto Farm Equipment Mechanic	30	25
Automotive Mechanic	356	734
Auto Motor Machinist	21	24
Auto Painter	2	2
Auto Specialists Mechanic (Motor Analyst)	5	6
Body Building and Repair (Wood and Metal)	2	3
Card Room Mechanic	3	1
Diesel Mechanic (auto)	1	6
Electric Motor Repairman	22	22
Elevator Mechanic	2	1
Glazier	8	11
Heating and Air Conditioning Mechanic...	1	6
Heavy Construction Equipment Mechanic..	6	3
Knitting Machine Mechanic	16	28
Machinist	46	118
Machinist (Tool and Die Maker)	2	5
Maintenance Mechanic	14	22
Motor Cylinder Mechanic	3	3
Power Brake Specialist	1	1
Refrigeration Mechanic	6	10
Sewing Machine Mechanic	8	2
Spinning Room Mechanic	2	6
Truck and Mechanical Body Mechanic	1	2
Weave Room Mechanic	3	
TOTAL	739	1,273

Building and Construction Trades	No. Registered Programs	No. Registered Apprentices
Asphalt Worker	1	
Brickmason	56	91
Bridge Structural and Ornamental		
Iron Worker	1	7
Cabinetmaker	86	121
Carpenter	243	250
Cement Finisher	21	6
Electrician	228	281
Form Setter	1	2
Iron Fabricator	2	10
Painter	70	51

Plasterer	47	19
Plumber	240	256
Reinforced Steel Worker	6	4
Rigger	2	2
Sheet Metal Air Conditioning Mechanic ...	1	2
Sheet and Plate Metal Worker	5	2
Sheet Metal and Roofing Worker	25	41
Sheet Metal Worker	74	237
Sign Painter	5	3
Steamfitter	61	50
Terrazo Worker	1	1
Tile Layer	11	13
TOTAL	1,187	1,449

	No. Registered Programs	No. Registered Apprentices
Printing Trades		
Aniline Pressman	1	1
Bookbinder	8	9
Commercial Pressman	1	1
Compositor	8	11
Copper and Steel Plate Engraver	4	3
Cylinder Pressman	4	2
Die Stamp Press Operator	2	3
Electroplater	1	1
Job Pressman	6	6
Job Printer	8	5
Linotype Operator and Printer	3	2
Mailer	2	2
Offset Plate Maker and Engraver	3	1
Offset Pressman	4	1
Pen Ruling Machine Operator	6	1
Photo Plate Engraver	1	1
Plate and Job Cylinder Pressman	1	1
Pressman	11	14
Printer	47	49
Printer-Pressman	20	20
Printer and Webb Pressman	1	1
Rotary Pressman	1	1
Rotogravure Pressman	1	1
Stamp Press Operator	1	1
Steel Plate Engraver	3	2
Stereotype Operator	2	1
Webb Pressman	2	2
TOTAL	152	143

Miscellaneous Trades	No. Registered Programs	No. Registered Apprentices
Architectural Draftsman	1	
Baker	11	13
Blacksmith	7	8
Cook	4	3
Coremaker	3	5
Dental Laboratory Technician	3	6
Dry Cleaner	3	15
Electric Appliance Repairman	4	1
Embalmers and Funeral Director	4	7
Fireman	1	
Furrier	1	
Garment Cutter	3	3
Glass Worker	4	4
Laboratory Technician	1	
Layout and Template Worker	2	
Lineman	8	24
Linoleum and Soft Tile Layer	6	10
Locksmith	1	1
Meatcutter	5	9
Millman	6	6
Millwright	4	2
Molder	11	15
Operating Engineers	5	
Optician	1	5
Pump Installation and Maintenance Mechanic	3	2
Radio Technician	1	3
Rodman	2	
Rubber Stamp Maker	1	
Sprinkler Fixer	1	
Stonecutter	7	2
Tailor	4	
Upholsterer	9	6
Upholsterer (auto)	2	2
Watchmaker	1	1
Welldriller	2	2
TOTAL	131	156
GRAND TOTAL	2,208	3,021

BUREAU OF LABOR FOR THE DEAF

J. M. VESTAL, *Chief*

My eighth biennial report covering the period from July 1, 1946 to June 30, 1948 is herewith respectfully submitted.

Section 7312 (j) of the Consolidated Statutes of North Carolina refers to the creation of the Bureau of Labor for the Deaf by the Act of the General Assembly in 1923. As outlined in my previous reports, the purposes of this Bureau are many and varied. The most important of these is assisting the deaf in securing gainful employment through which they become self-supporting citizens. Briefly speaking, this agency serves as clearing house for the deaf and their problems.

The Bureau continues to operate with two employees—the Chief and his secretary. Our responsibilities have not diminished in scope but have increased substantially. New trades resulting from technological changes have created a need for trained and skilled employees for particular jobs. Glancing at employment conditions, one can understand readily the essential role this Bureau must continue to play in waging an effective campaign against unemployment among the group it serves.

The Bureau has kept in close touch with changes in the labor market. As a result of its efforts the labor situation among the deaf in our State is now very favorable. Acceptance of deaf employees in lines of work in which they once were considered liabilities continues to increase. Excellent records regarding absenteeism, tardiness and labor turnover continue to sustain our statement that “it is good business to hire the deaf.”

In my last three biennial reports, covering the years 1940-1946, I made reference to training programs for our young women clients which have the result of advancing them from unskilled to skilled labor. I am glad to report that these plans have worked successfully. Here in Raleigh, three deaf young women were placed on I. B. M. machines without previous training and they developed into capable employees, holding their jobs and making steady progress. In the early Fall of 1947, during the rush season at the North Carolina Bureau of Motor Vehicles, these young women were employed temporarily in the Bureau's addressograph unit. One deaf man, Mr. Wyatt Jones, who was placed there seven years ago, still is there and has been promoted because of his valuable service in the maintenance and operation of all office machines—such as addresso-

graph, graphotype, mimeograph and dexigraph. The three women employees were Emily Sexton, Willard Knotts and Doris Alexander. At the end of the rush season in March, Misses Alexander and Knotts were retained as permanent employees. Miss Sexton, whose services were reported to be entirely satisfactory, was released with regrets. Through further efforts of the Bureau of Labor for the Deaf, Miss Sexton was placed as an I.B.M. key punch machine operator with the North Carolina Cotton Growers Association in Raleigh on April 1. This work was new to her but she has made steady progress and is now also operating calculating and verifier machines.

That the deaf have stuck to their jobs is evident from the low turnover we have had. This tenacity has enabled us to make placements without encountering some of the difficulties we once had to overcome.

With this report, I am presenting a table showing that in the past biennium the Bureau placed 41 men and women in gainful employment at an average weekly wage of \$39.05. We had 70 clients to register with us—19 of them coming on our list at the close of school this past June 10. Our active balance is now 22 registrants, a few of whom present very difficult employment cases for us.

In response to requests, I spoke at special occasions, delivering 17 addresses at gatherings of the deaf in this State on labor problems and other matters about which they needed information. I served also as interpreter at 11 hearings concerning unemployment and social security benefits. One of our clients had five hearings at which my services were requested.

During the biennium I made 58 official trips, covering 19,125 miles. On all of these trips I looked for new employment openings for our applicants. Employers all over North Carolina have demonstrated a very cordial attitude toward our group and have given them employment when and where conditions permitted. Our educational program, started back in 1933, has brought results, which show that the appropriation for operating the Bureau has been more than justified by the additional wealth provided in the State through employment which the deaf have secured as the result of services rendered by us.

The best information we have been able to secure from other States concerning the labor situation among the deaf shows that of the total number of employable deaf people, from 59 percent to 73 percent are employed. Up to June this year, North

Carolina had 93 percent employed. With our deaf citizens doing their part and with this Bureau continuing to discharge its full responsibility, North Carolina can stay in front and continue to have deaf citizens who are taxpayers instead of liabilities to the State.

During the past several years the room and house problem has been very difficult for us to solve. We were unable to place some of our clients, especially those offered jobs away from home, because no room or house could be secured.

With reference to organizations and activities of the adult deaf in our State, we have the North Carolina Association of the Deaf, the North Carolina Sunday School Association of the Deaf, and two divisions of the National Fraternal Society of the Deaf. These organizations, along with this Bureau, are able to furnish profitable services for the deaf either individually or collectively. Without employment the deaf would not have had these avenues of activities, so they naturally feel proud and grateful for these progressive and useful organizations. Apparently, as the psalmist puts it, "Our lines have fallen in pleasant places."

The North Carolina School for the Deaf has continued its cooperation with the Bureau in every way. All students leaving school each year are referred to us for placement. As is indicated in my previous reports, while in the vicinity of this School on field trips, I stopped at the School to get acquainted with those graduating in order to study their problems. This has been of help to me in placing them in suitable jobs. We shall continue our close relation with the School.

Since 1933, as my reports show, we have cooperated with other State agencies and much good has been accomplished for all concerned. Our working relation with the various agencies has improved from year to year. We shall continue to work in conjunction with these agencies in dealing with problems concerning the deaf.

In compliance with the phrase in the bill creating this Bureau, "with a view of promoting the general welfare of the deaf in this State," we have had cordial association with the State Board of Charities and Public Welfare. In this way our few needy deaf citizens have received their share of attention, especially those considered too old to work. Quite often our services have been sought following the creation of new social agencies and in connection with many other matters.

During the past biennium a large number of parents of deaf children called at our office, making inquiries concerning hearing aids for their children. They also discussed with us the vocational training the children should pursue while in school, and made inquiries concerning changes in the labor market and the possibility of the deaf securing and holding positions in certain lines of employment. Parents of deaf children, as well as our adult deaf citizens, have been looking more and more to this Bureau for counsel and guidance. We are glad to say that we have been able to serve them satisfactorily.

Our files reveal that the deaf have achieved records unsurpassed in quality and quantity of production. Modern changes in the industrial world will continue at a pace hard to keep up with. When the deaf child becomes the deaf adult, he needs from time to time special help from this Bureau in order that he may compete with normal individuals.

In order that this Bureau may serve its purpose efficiently and keep up with other divisions, we most earnestly look to the coming General Assembly for adequate financial means, so that we can continue to meet the ever-rising challenge.

RECOMMENDATIONS

In the preceding paragraphs, I have enumerated the functions and various services rendered by the Bureau of Labor for the Deaf. However, in view of the increasingly high technical qualifications required of employees by industry, I feel that much more could be accomplished if we had sufficient personnel to help them to take advantage of the many opportunities which are coming into existence.

First, we would be able to keep in closer personal touch with the deaf and with industry.

Second, problems and available employment opportunities as they relate to the deaf would be more readily discovered.

Third, this Bureau would have available someone trained and prepared to carry on if and when an emergency arises.

Therefore, it is my recommendation that we be furnished an assistant.

Industry and Occupation	Regis- trants*	Place- ments	Cancellations**	Active Balance***
Agriculture				
Farm laborers	5			4
Building and Construction				
Carpenters	5	1	1	1
Clerical				
Addressograph machine oper.		2		
Clerical and filing clerks	6	1		4
Key punch operator		1		
Typists	10		2	1
Stock room clerk		1		
Clothing and Textile				
Knitter		1		
Doffer	2	2		
Bobbin helper	1	1		
Cone winder		1		
Oiler		1		
Spooler	1			1
Leather, Rubber, Allied Products				
Shoe repairer	1	1		
Hosiery				
Looper	3	3		1
Pairer		1		
Clipper	1	1		
Metal and Machinery				
Machinist	3			1
Drill press operator		1		
Milling machine operator....		1		
Metal worker	2		1	
Printing Trades				
Linotype operators	10	7	2	2
Press feeders	4	2		
Dry Cleaning				
Pressers	4	2	1	1
Professional and Technical				
Teachers	1	1		1
Commercial artist	1	1		
Watch repairer	1			1
Munitions Plants				
Assembler	1			1
Furniture and Woodwork				
Cabinet maker	1	1		
Wood carver		1		
Crater		1		
Sewing Room				
Seamstress	6	3		3

Industry and Occupation	Regis- trants*	Place- ments	Cancella- tions**	Active Balance***
Miscellaneous				
Candy packer	1	1		
Cigarette packing inspector..		1		
	<hr/>	<hr/>	<hr/>	<hr/>
Totals	70	41	7	22

SUMMARY

A glance at the summary of our report of activity from July 1, 1946 to June 30, 1948 shows the following:

	Registrations	Placements	Cancellations	Active-Balance
Men	41	26	5	10
Women	29	15	2	12
	<hr/>	<hr/>	<hr/>	<hr/>
Total	70	41	7	22
Firm visits				240
Field interviews				636
Official trips made by the Chief				58
Miles traveled by the Chief				19,125

*Includes those carried over from last biennium.

**Includes those who have married, died, left the state, etc.

***Includes those now on active file.

INFORMATION SERVICE

ALMON BARBOUR, *Publicist*

The Information Service of the Department of Labor during the biennium continued to perform its customary function of informing the people about the activities of the Department and significant State developments in the various phases of labor-management relations and other matters of public interest.

Consisting of a single employee, the Information Service works in close cooperation with all Divisions of the Department of Labor in order to promote public understanding of Departmental programs and to cover adequately all news of importance originating in the Department.

The usefulness of any government Information Service can be measured by the extent to which its productions are used by press and radio. The news and feature releases of the Department's Information Service have been used extensively by press and radio in North Carolina. They are used chiefly because they are prepared with a knowledge of "what is news." The Service follows a rigorous policy of issuing news releases which contain exact, carefully prepared, factual information and of presenting such news in a non-partisan manner. All news issued by the Service is believed to be of genuine public interest and utility. The time, space, quality of reporting, and style requirements of the press are always kept in mind as operating principles.

The principal media through which the productions of the Information Service reach the people are newspapers, radio stations, oral addresses by Departmental personnel to labor, management, civic and professional groups, and the Department's official monthly bulletin, *North Carolina Labor and Industry*.

The Information Service issued approximately 350 news releases to North Carolina newspapers and radio stations during the biennium. These news items varied in length from 100 to 600 words, depending upon the nature and complexity of the subjects discussed. They dealt largely with the following subjects: industrial accident frequency rates; apprenticeship training programs; arbitration service; boiler inspections and codes; building construction activities, permits and costs; employment of the deaf and other handicapped workers; child labor laws and certification of minors for gainful employment; conciliation activities; changes in the cost of living; hourly and weekly earnings of industrial workers; real wages; elevator inspections; visitors from foreign nations studying North Carolina labor laws

and administration; inspection work under the State Labor Laws and health and safety regulations and the Federal Wage-Hour Law and Public Contracts Act; Labor Day greetings, speeches and ceremonies; the Department's industrial manpower conservation program; presentation of safety awards; meetings of the Department's Advisory Board; minimum wage legislation; government contracts let in North Carolina; employment in manufacturing industries; employment of women in industry; attendance of Labor Department personnel at various conventions and conferences; reports of speeches made by the Commissioner of Labor to organizations in North Carolina and reports of his activities in connection with the 30th International Labor Conference, the International Association of Governmental Labor Officials, the National Safety Congress, the National Conference on Labor Legislation, the President's Industrial Safety Conference, and Congressional appropriations committees.

In addition to the above news releases, the Information Service during the biennium issued six newspaper feature articles of from 1,000 to 2,500 words in length; prepared eight articles upon request for publication in local trade association, employee association, university, civic, and labor magazines; wrote, edited, or assisted in preparing seven quarter-hour radio programs; assisted in developing Departmental information pamphlets and circulars; edited the *Biennial Report*; wrote or prepared notes and outlines for many speeches made by the Commissioner and other Departmental officials; conducted and publicized a number of special studies on various labor and industrial subjects; answered more than 100 letters and requests for information concerning Departmental subjects, and performed assorted research and contact jobs.

The Information Service also wrote, edited, proofread and otherwise prepared for publication 24 monthly issues of *North Carolina Labor and Industry*, the Department's official news bulletin which summarizes the principal Departmental news of the month and contains regularly the tables prepared by the Division of Statistics. This bulletin had an average circulation of approximately 2,500 copies per month during the biennium. Subscribers include industrial managers and owners, safety engineers and personnel directors, labor officials and organizations, libraries, county welfare superintendents, municipal building inspectors, and various other interested persons and organizations both within and outside the State.

DIVISION OF STATISTICS

C. H. PRITCHARD, *Director*

The Division of Statistics is charged with the responsibility of collecting, sorting, systematizing and printing statistical information concerning labor in North Carolina. Special studies are made occasionally by the Division, but the bulk of its work is concerned with regular monthly reports upon the following subjects: The number of persons employed and the sex thereof; the hours of labor and the average hourly and weekly wages earned; and the general fluctuations in employment and employee earnings in the industries of the State. The Division likewise is responsible for the collection and dissemination of data on the number and estimated value of building permits issued throughout the State. Statistical data relative to the child labor certificates issued in North Carolina also are prepared by the Division.

The work of the Division of Statistics is correlated with that of the Bureau of Labor Statistics of the United States Department of Labor. All data collected in North Carolina are used by the Federal agency. By virtue of the cooperative agreement existing between the Division and the Bureau of Labor Statistics, some personnel, equipment and supplies are furnished by the Bureau and the data collected are used jointly.

Heretofore, the Division has been able to report percentage changes from month to month in employment, earnings and hours. This percentage change has been based upon an identical sample of reporting firms. We have realized that there was both a great demand and a serious need for current information on the total number of people employed in each industry. During the past biennium, therefore, we have attempted to develop monthly employment estimates for all nonagricultural employees. The development of these data has progressed to the point that estimates now are available for all manufacturing industries within the State. It is hoped that similar estimates will be available for the nonmanufacturing industries within the near future.

In the following sections will be found more detailed explanation of the various activities of the Division. The tables and charts present data for the past biennium compared, where possible, with preceding bienniums.

CHILD LABOR IN NORTH CAROLINA

The following tables and chart show the number of employment certificates issued to minors 12-17 years of age during the biennium from July 1, 1946 to June 30, 1948. In most instances the comparable figures for the preceding biennial period also are given.

The issuance of employment certificates to minors is the responsibility of County Superintendents of Public Welfare. The splendid cooperation received by the Department of Labor from these issuing agents is sincerely appreciated. In issuing certificates they are guided by the Labor Laws of the State and by the rules and regulations promulgated by the Department of Labor. Copies of all certificates issued are forwarded to the Department, where they are reviewed. If this review discloses the possibility of improper issue, the Superintendent of Welfare is advised and the certificate is either canceled or additional information is secured which will satisfy the reviewing officer that the certificate was issued properly.

Gainful employment of minors has dropped sharply in North Carolina since the end of World War II. As is shown in Table I, a total of 25,657 minors were certified for employment during the year 1947. This was less than half the number certified in 1945 and only 40 per cent of the total for 1944.

Table II furnishes information concerning the industry in which minors were employed. During the war years and throughout 1946, more than 60 per cent of the certified minors took jobs in manufacturing industries. In 1947 the proportion of minors employed in manufacturing decreased to a more normal level, with 52.6 per cent employed in manufacturing and 47.4 per cent in nonmanufacturing jobs.

Table III indicates the last grade completed by minors 16 and 17 years of age entering employment for the first time. The General Assembly of 1945 increased the age for compulsory school attendance. We are glad to report that the proportion of certified minors 16 and 17 years of age who completed one or more years of high school before entering employment increased from 39.3 per cent in the year 1943 to 44.8 per cent in the year 1947.

Table IV indicates the number of certificates issued in the various counties in North Carolina. Tables V and VI reflect the extent and nature of employment of minors certified in five of our principal cities: Asheville, Charlotte, Greensboro, Durham and Winston-Salem.

TABLE I

TOTAL NUMBER OF CERTIFICATES ISSUED TO MINORS FOR BIENNIAL PERIODS AND FOR SELECTED YEARS BY TYPE OF CERTIFICATES AND BY SEX

	Biennial Period		Year				
	July '46 to June '48	July '44 to June '46	1947	1946	1945	1944	1943
Total All Certificates.....	54,654	104,400	25,657	34,723	55,721	63,478	57,405
Boys.....	28,878	65,102	13,458	18,716	35,765	40,281	35,526
Girls.....	25,776	39,298	12,199	16,007	19,956	23,197	21,879
Minors 16 and 17 Years of Age.....	40,828	80,899	19,104	26,095	43,977	48,923	45,859
Boys.....	22,992	52,454	10,562	15,047	29,161	31,979	29,198
Girls.....	17,836	28,445	8,542	11,048	14,816	16,944	16,661
First Regular.....	21,491	45,630	9,609	13,825	24,918	26,855	27,999
Boys.....	13,150	29,635	5,845	8,256	16,361	17,604	18,236
Girls.....	8,341	15,995	3,764	5,569	8,557	9,251	9,763
Reissued Regular.....	7,413	19,926	3,682	5,823	11,443	13,036	10,852
Boys.....	4,303	14,416	2,031	3,750	8,425	9,367	7,407
Girls.....	3,110	5,510	1,651	2,073	3,018	3,669	3,445
Vacation and Part-Time.....	11,924	15,343	5,813	6,447	7,616	9,032	7,008
Boys.....	5,539	8,403	2,686	3,041	4,375	5,008	3,555
Girls.....	6,385	6,940	3,127	3,406	3,241	4,024	3,453
Minors 14 and 15 Years of Age.....	13,413	22,950	6,348	8,382	11,454	14,239	11,107
Boys.....	5,473	12,097	2,691	3,423	6,314	7,986	5,889
Girls.....	7,940	10,853	3,657	4,959	5,140	6,253	5,218
Minors 12 and 13 Years of Age*.....	413	551	205	246	290	316	439

*The only permits issued to minors 12 and 13 are issued to boys engaged in the sale and distribution of newspapers, periodicals and magazines.

TABLE II

TOTAL NUMBER OF CERTIFICATES ISSUED TO MINORS 16 AND 17 YEARS OF AGE FOR BIENNIAL PERIODS AND SELECTED YEARS BY EMPLOYING INDUSTRY AND BY TYPE OF CERTIFICATE

	Biennial Period		Year				
	July '46 to June '48	July '44 to June '46	1947	1946	1945	1944	1943
Grand Total.....	40,828	80,899	19,104	26,095	43,977	48,923	45,859
Manufacturing.....	22,521	50,205	10,185	15,821	28,345	29,782	30,565
First Regular Certificates.....	15,223	32,049	6,720	9,992	17,846	18,326	20,914
Boys.....	10,496	22,198	4,627	6,563	12,454	12,532	14,435
Girls.....	4,727	9,851	2,093	3,429	5,392	5,794	6,479
Reissued Certificates.....	4,478	13,215	2,164	3,875	7,725	8,798	7,906
Vacation and Part-Time.....	2,820	4,941	1,301	1,954	2,774	2,658	1,745
Non Manufacturing.....	17,750	28,539	8,703	9,715	14,437	17,946	14,693
First Regular.....	6,027	12,341	2,807	3,568	6,438	7,630	6,639
Boys.....	2,419	6,228	1,139	1,435	3,291	4,185	3,370
Girls.....	3,608	6,113	1,668	2,133	3,147	3,445	3,269
Reissued Certificates.....	2,840	6,193	1,481	1,816	3,410	4,010	2,863
Vacation and Part-Time.....	8,883	10,005	4,415	4,331	4,589	6,306	5,191
Construction.....	557	2,155	216	559	1,195	1,195	601
First Regular.....	241	1,240	82	265	634	899	446
Boys.....	235	1,209	79	258	616	887	431
Girls.....	6	31	3	7	18	12	15
Reissued.....	95	518	37	132	308	228	83
Vacation and Part-Time.....	221	397	97	162	253	68	72

TABLE III
LAST GRADE COMPLETED BY MINORS 16 AND 17 YEARS OF AGE ISSUED FIRST REGULAR CERTIFICATES

	July '46 to June '48	% of Total	July '44 to June '46	% of Total	1947	% of Total	1946	% of Total	1945	% of Total	1944	% of Total	1943	% of Total
Total-----	21,491	100.0	45,630	100.0	9,609	100.0	13,825	100.0	24,918	100.0	26,855	100.0	27,989	100.0
6th or lower-----	4,717	22.0	13,103	28.7	1,985	20.7	3,634	26.3	6,964	28.0	7,930	29.5	8,283	29.6
7th-----	3,414	15.9	7,229	15.8	1,537	16.2	2,228	16.1	3,918	15.7	4,170	15.6	4,735	16.9
8th-----	3,962	18.4	6,828	15.0	1,762	18.3	2,472	17.9	3,693	14.8	3,701	13.8	3,982	14.2
9, 10, 11th-----	8,327	38.7	16,021	35.1	3,683	38.3	5,103	36.9	8,796	35.3	9,018	33.8	9,965	35.7
12th or higher-----	1,071	5.0	2,449	5.4	622	6.5	388	2.8	1,547	6.2	1,430	5.3	1,024	3.6

TABLE IV

EMPLOYMENT CERTIFICATES ISSUED TO MINORS IN NORTH CAROLINA BY COUNTY OF ISSUE

JULY 1946—JUNE, 1948

	Total	16-17 Years of Age						14-15 Years of Age		12-13 Years of Age
		First Regular		Reissued Regular		Vacation and Part-Time		Boys	Girls	
		Boys	Girls	Boys	Girls	Boys	Girls			
Grand Total	54,654	13,150	8,341	4,303	3,110	5,539	6,385	5,473	7,940	413
Alamance	2,026	483	365	357	263	80	67	139	270	2
Alexander	167	38	38	21	22	10	22	8	8	0
Alleghany	13	5	0	0	0	1	3	1	3	0
Anson	181	23	11	5	7	20	36	39	40	0
Ashe	20	4	4	0	0	4	3	3	2	0
Avery	12	3	1	0	0	1	2	3	2	0
Beaufort	145	22	18	0	0	19	18	30	38	0
Bertie	48	6	1	0	0	13	2	6	20	0
Bladen	112	25	11	0	0	35	28	8	5	0
Brunswick	14	0	0	0	0	8	2	1	3	0
Buncombe	1,704	179	138	96	78	335	425	230	147	76
Burke	1,233	589	220	12	5	109	71	68	148	11
Cabarrus	2,182	1,050	297	13	8	224	268	113	197	12
Caldwell	1,411	314	123	270	90	165	162	80	199	8
Camden	1	0	0	1	0	0	0	0	0	0
Carteret	234	27	62	0	4	28	25	38	49	0
Caswell	20	12	1	1	0	2	2	1	1	0
Catawba	2,281	477	341	512	281	139	155	175	199	2
Chatham	153	29	48	0	0	14	32	10	20	0
Cherokee	64	33	0	2	0	23	0	4	2	0
Chowan	97	16	6	3	3	9	20	10	30	0
Clay	1	0	0	0	0	0	0	1	0	0
Cleveland	832	208	148	66	49	60	99	76	126	0
Columbus	166	22	38	1	5	12	3	18	67	0
Craven	284	49	16	13	4	56	49	50	47	0
Cumberland	742	87	69	61	34	113	148	74	149	7
Currituck	2	0	0	0	0	0	2	0	0	0
Dare	2	1	0	0	0	1	0	0	0	0
Davidson	1,982	899	339	26	14	238	152	140	173	1
Davie	130	57	0	9	0	31	14	8	11	0
Duplin	98	11	6	0	0	29	35	0	10	0
Durham	2,749	196	91	289	167	355	461	395	663	132
Edgecombe	243	25	25	10	15	25	43	27	71	2
Forsyth	3,671	534	564	451	412	311	301	589	505	4
Franklin	112	41	27	7	4	5	4	13	11	0
Gaston	3,704	1,694	953	164	104	74	95	190	430	0
Gates	59	9	5	0	2	3	14	6	20	0
Graham	42	14	0	0	0	17	6	0	5	0
Granville	176	16	10	3	6	47	18	22	54	0
Greene	8	1	0	0	0	0	6	1	0	0
Guilford	5,941	1,101	645	862	684	609	856	499	664	21
Halifax	424	151	59	34	14	8	16	25	116	1
Harnett	319	138	67	15	19	1	2	21	56	0
Haywood	262	22	51	4	3	29	37	60	55	1
Henderson	210	78	78	3	1	6	10	24	10	0
Hertford	44	24	6	0	0	0	2	5	7	0
Hoke	0	0	0	0	0	0	0	0	0	0
Hyde	3	1	1	1	0	0	0	0	0	0
Iredell	1,218	435	313	49	38	43	23	118	198	1
Jackson	343	34	27	3	8	51	96	50	74	0

TABLE IV—Continued

EMPLOYMENT CERTIFICATES ISSUED TO MINORS IN NORTH CAROLINA BY COUNTY OF ISSUE

JULY 1946—JUNE, 1948,

	Total	16-17 Years of Age						14-15 Years of Age		12-13 Years of Age
		First Regular		Reissued Regular		Vacation and Part-Time		Boys	Girls	Boys
		Boys	Girls	Boys	Girls	Boys	Girls			
Johnston	233	72	48	11	7	12	34	23	24	2
Jones	11	6	0	0	0	3	1	1	0	0
Lee	297	52	48	0	0	27	64	28	78	0
Lenoir	332	93	105	2	5	7	12	27	80	1
Lincoln	465	100	97	36	42	36	31	20	103	0
Macon	37	4	2	0	0	5	18	0	8	0
Madison	24	2	3	1	0	8	5	2	0	3
Martin	25	11	1	0	0	3	4	4	2	0
McDowell	549	148	107	78	71	13	35	32	65	0
Mecklenburg	3,566	329	236	345	256	646	793	458	503	0
Mitchell	88	37	30	0	0	5	0	10	6	0
Montgomery	232	91	103	0	3	9	8	9	9	0
Moore	164	53	23	0	1	13	18	13	42	1
Nash	277	49	42	32	24	17	9	26	78	0
New Hanover	1,045	59	55	43	30	215	223	219	154	47
Northampton	13	3	1	0	0	6	1	1	1	0
Onslow	104	33	17	0	0	17	11	16	9	1
Orange	98	36	7	9	4	9	6	11	16	0
Pamlico	118	10	4	1	0	56	28	2	17	0
Pasquotank	247	34	46	6	24	24	68	26	19	0
Pender	42	18	8	0	0	2	8	2	3	1
Perquimans	19	3	1	0	0	3	4	1	7	0
Person	265	129	82	0	0	0	1	21	32	0
Pitt	303	29	24	1	5	40	78	52	74	0
Polk	32	10	12	2	0	0	2	5	1	0
Randolph	980	374	400	15	12	11	8	75	83	2
Richmond	458	173	105	0	0	21	23	49	87	0
Robeson	409	54	27	11	8	71	73	53	110	2
Rockingham	1,019	214	204	12	5	182	153	85	164	0
Rowan	1,099	488	272	13	8	13	31	128	145	1
Rutherford	543	158	61	33	28	51	68	41	101	2
Sampson	117	16	15	0	0	12	24	12	37	1
Scotland	320	69	54	1	0	33	42	37	84	0
Stanly	695	190	131	52	50	45	80	57	90	0
Stokes	19	14	3	0	0	0	0	1	1	0
Surry	663	140	181	62	63	22	34	55	105	1
Swain	53	10	10	0	1	6	8	8	10	0
Transylvania	147	48	19	0	0	23	18	5	34	0
Tyrrell	29	9	2	0	0	11	3	4	0	0
Union	174	41	27	3	3	14	34	10	42	0
Vance	368	49	25	24	26	22	81	55	83	3
Wake	1,331	276	169	107	55	128	119	222	235	20
Warren	80	6	2	0	1	12	18	3	37	1
Washington	89	18	10	0	0	21	10	6	24	0
Watauga	39	5	11	0	0	7	5	4	7	0
Wayne	453	32	15	17	13	108	109	75	53	31
Wilkes	571	107	226	0	1	47	77	36	77	0
Wilson	474	40	35	20	20	135	64	55	93	12
Yadkin	40	24	8	1	0	5	1	0	1	0
Yancey	13	1	4	1	0	0	5	1	1	0

TABLE V

EMPLOYMENT CERTIFICATES ISSUED TO MINORS IN SELECTED NORTH CAROLINA CITIES

JULY, 1946—JUNE, 1948

	Asheville	Charlotte	Durham	Greensboro	Winston-Salem
TOTAL ALL CERTIFICATES	1,552	3,518	2,737	3,387	3,602
Boys	792	1,744	1,351	1,571	1,849
Girls	760	1,774	1,386	1,816	1,753
By AGE, SEX AND TYPE CERTIFICATE					
Minors 16 and 17 Years of Age	1,113	2,560	1,553	2,704	2,794
Boys	498	1,293	835	1,325	1,428
Girls	615	1,267	718	1,379	1,366
First Regular	242	555	287	1,056	1,216
Boys	118	322	196	671	618
Girls	124	233	91	385	598
Reissued Regular	154	577	450	659	922
Boys	79	331	285	291	486
Girls	75	246	165	368	436
Vacation and Part-Time	717	1,428	816	989	656
Boys	391	610	354	363	324
Girls	416	788	462	626	332
Minors 14 and 15 Years of Age	371	958	1,060	665	804
Boys	226	451	392	228	417
Girls	145	507	668	437	387
Minors 12 and 13 Years of Age	68	0	124	18	4
16 AND 17 YEAR OLD MINORS BY TYPE CERTIFICATE AND EMPLOYING INDUSTRY					
TOTAL ALL CERTIFICATES	1,113	2,560	1,553	2,794	2,794
Construction	13	50	33	39	15
Manufacturing	205	719	239	1,199	1,387
Nonmanufacturing	895	1,791	1,221	1,475	1,392
First Regular Certificates	242	555	287	1,056	1,216
Construction	1	18	11	8	19
Boys	1	17	11	7	9
Girls	0	1	0	1	1
Manufacturing	80	290	119	644	743
Boys	56	181	91	489	408
Girls	24	199	19	155	335
Nonmanufacturing	161	247	166	494	463
Boys	61	124	94	175	201
Girls	100	123	72	229	262
Reissued Regular Certificates	154	577	450	659	922
Construction	4	7	7	7	3
Manufacturing	37	214	124	328	524
Nonmanufacturing	113	356	319	324	395
Vacation and Part-Time Certificates	717	1,428	816	989	656
Construction	8	25	15	24	2
Manufacturing	88	215	65	218	120
Nonmanufacturing	621	1,188	736	747	534

TABLE VI
LAST GRADE COMPLETED BY MINORS 16 AND 17 YEARS OF AGE ISSUED FIRST REGULAR CERTIFICATES IN SELECTED CITIES

	Asheville	% of Total	Charlotte	% of Total	Durham	% of Total	Greensboro	% of Total	Winston-Salem	% of Total
Total.....	242	100.0	555	100.0	287	100.0	1,056	100.0	1,216	100.0
6th or lower.....	51	21.0	140	25.2	89	31.0	158	14.9	168	13.8
7th.....	39	16.1	100	18.0	37	13.0	193	18.3	169	13.9
8th.....	47	19.5	91	16.4	38	13.2	199	18.9	198	16.3
9, 10, 11th.....	64	26.4	159	28.7	94	32.7	487	46.1	555	45.6
12th or higher.....	41	17.0	65	11.7	29	10.1	19	1.8	146	12.0

EMPLOYMENT, EARNINGS AND WORKING HOURS

Data on employment, earnings and hours of work presented in the following tables are compiled from a sample of manufacturing and nonmanufacturing firms in North Carolina. The tables are based, for the most part, upon data published in the Department's monthly bulletin, *North Carolina Labor and Industry*.

There was no substantial change in the number of hours worked per week in all North Carolina industry during the biennium. The average workweek fluctuated slightly between 39 and 40 hours.

Average hourly earnings for all industry increased from 79.9 cents at the beginning of the biennium to 101.6 cents at the end of the two-year period. Average weekly earnings increased from \$31.07 to \$39.49. The increase in both hourly and weekly earnings amounted to approximately 27 per cent.

In manufacturing industries the workweek declined fractionally. Hourly earnings increased 27.9 per cent and weekly earnings rose 27 per cent.

In nonmanufacturing industries an increase of 4.2 per cent in the length of the average workweek, plus a 24.5 per cent increase in hourly wage rates, brought average weekly earnings up 29.6 per cent during the biennium.

Earnings of textile workers increased somewhat more than the 27 per cent recorded for all manufacturing. Textile weekly earnings rose 30.3 per cent, hourly earnings increased 31.3 per cent, and the length of the average workweek dropped one per cent.

The largest percentage increases of the biennium were reported by the paper and allied products manufacturing industry, in which an increase of 4.4 per cent in the workweek and of 33.4 per cent in hourly earnings brought gross weekly earnings of workers up 39.2 per cent to an average of \$60.50 in the last month of the biennium.

TABLE VII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN MANUFACTURING AND NONMANUFACTURING INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$31.07	79.9c	38.9
August	33.35	84.3	39.6
September	33.61	85.2	39.5
October	33.98	85.3	39.8
November	34.32	86.2	39.8
December	34.55	87.0	39.7
1947—			
January	\$34.77	87.7c	39.7
February	35.28	89.4	39.4
March	36.34	93.1	39.0
April	35.24	92.5	38.1
May	35.63	92.6	38.5
June	35.28	92.1	38.3
July	36.02	92.8	38.8
August	36.71	92.7	39.6
September	36.96	92.4	40.0
October	37.53	93.5	40.2
November	39.10	97.2	40.2
December	40.49	99.7	40.6
1948—			
January	\$39.89	100.5c	39.7
February	37.77	100.6	37.8
March	40.43	100.9	40.1
April	40.06	100.9	39.7
May	39.65	101.2	39.2
June	39.49	101.6	38.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE VIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN MANUFACTURING INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$31.34	81.0c	38.7
August	34.10	86.7	39.3
September	34.48	88.3	39.1
October	34.89	88.5	39.4
November	35.42	88.9	39.9
December	35.60	89.2	39.9
1947—			
January	\$35.37	89.4c	39.6
February	35.91	90.5	39.7
March	36.97	94.4	39.2
April	35.81	94.5	37.9
May	36.18	94.5	38.3
June	35.71	94.0	38.0
July	36.29	94.4	38.4
August	37.29	95.0	39.3
September	37.71	95.5	39.5
October	38.29	96.4	39.7
November	40.19	100.3	40.1
December	41.64	102.6	40.6
1948—			
January	\$40.86	102.9c	39.7
February	38.79	103.1	37.6
March	41.30	103.2	40.0
April	40.54	102.8	39.4
May	40.12	103.1	38.9
June	39.80	103.6	38.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE IX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN DURABLE GOODS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$32.23	79.9c	40.3
August	33.78	81.6	41.4
September	34.11	82.0	41.6
October	34.41	82.7	41.6
November	34.31	81.7	42.0
December	33.29	80.9	41.2
1947—			
January	\$33.59	81.6c	41.2
February	33.89	82.0	41.3
March	33.64	83.1	40.5
April	33.41	83.0	40.3
May	35.05	84.0	41.7
June	35.39	84.2	42.0
July	35.19	84.5	41.7
August	35.71	85.6	41.7
September	36.26	87.3	41.5
October	37.26	88.6	42.0
November	37.35	89.3	41.8
December	38.72	90.4	42.9
1948—			
January	\$38.11	91.0c	41.9
February	34.93	91.5	38.2
March	38.30	91.1	42.0
April	37.74	91.3	41.3
May	37.71	91.6	41.2
June	37.08	92.2	40.2

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE X

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN NONDURABLE GOODS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$31.19	81.2c	38.4
August	34.15	87.6	39.0
September	34.54	89.3	38.7
October	34.97	89.5	39.2
November	35.59	90.0	39.5
December	35.97	90.6	39.7
1947—			
January	\$35.66	90.7c	39.3
February	36.24	91.9	39.4
March	37.53	96.4	38.9
April	36.20	96.6	37.5
May	36.38	96.5	37.7
June	35.77	96.0	37.3
July	36.48	96.3	37.9
August	37.57	96.8	38.8
September	37.96	97.1	39.1
October	38.47	97.8	39.3
November	40.69	102.4	39.7
December	42.16	104.9	40.2
1948—			
January	\$41.36	105.2c	39.3
February	39.48	105.2	37.5
March	41.83	105.4	39.7
April	41.03	104.9	39.1
May	40.54	105.2	38.5
June	40.28	105.8	38.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN IRON AND STEEL INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$37.30	85.2c	43.8
August	38.17	88.5	43.1
September	40.01	91.2	43.9
October	38.85	89.9	43.2
November	40.02	92.3	43.4
December	41.21	93.3	44.2
1947—			
January	\$42.05	97.1c	43.3
February	41.87	96.6	43.4
March	41.90	99.6	42.1
April	40.87	99.6	41.0
May	42.34	99.3	42.6
June	42.33	100.2	42.2
July	44.27	101.3	43.7
August	41.73	99.5	41.9
September	42.74	100.7	42.4
October	45.54	103.2	44.1
November	44.11	103.4	42.6
December	47.25	106.3	44.4
1948—			
January	\$44.44	106.0c	41.9
February	40.47	105.0	38.6
March	47.08	107.6	43.8
April	46.21	107.2	43.1
May	45.84	107.4	42.7
June	44.44	108.7	40.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN ELECTRICAL MACHINERY INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$33.46	79.7c	42.0
August.....	32.67	80.9	40.4
September.....	31.79	79.8	39.9
October.....	32.53	80.1	40.6
November.....	34.59	81.3	42.5
December.....	34.05	81.6	41.7
1947—			
January.....	\$29.56	78.0c	38.4
February.....	31.69	79.2	40.0
March.....	31.67	81.3	39.0
April.....	32.29	83.2	38.8
May.....	34.71	83.0	41.8
June.....	33.36	84.7	39.4
July.....	33.03	84.9	38.9
August.....	37.68	92.3	40.8
September.....	38.52	94.5	40.8
October.....	39.53	94.7	41.7
November.....	38.81	95.5	40.6
December.....	39.92	98.0	40.7
1948—			
January.....	\$39.50	98.3c	40.2
February.....	33.89	97.2	34.9
March.....	38.93	98.5	39.5
April.....	39.63	99.3	39.9
May.....	40.77	104.0	39.2
June.....	41.90	105.8	39.6

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN MACHINERY (EXCEPT ELECTRICAL) INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$39.31	92.1c	42.7
August	40.73	93.7	43.5
September	41.16	95.0	43.3
October	40.96	95.0	43.1
November	41.84	96.5	43.4
December	42.43	96.7	43.9
1947—			
January	\$42.50	95.6c	44.4
February	42.47	95.8	44.3
March	41.59	98.3	42.3
April	43.53	100.6	43.3
May	44.27	101.1	43.8
June	44.31	100.7	44.0
July	43.07	100.8	42.8
August	43.68	101.5	43.1
September	43.53	101.8	42.7
October	43.96	101.8	43.2
November	44.54	103.0	43.3
December	46.24	104.2	44.4
1948—			
January	\$46.35	105.4c	44.0
February	42.86	105.6	40.6
March	46.42	106.3	43.7
April	46.41	106.0	43.8
May	46.17	106.9	43.2
June	45.75	106.1	43.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XIV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN LUMBER AND TIMBER INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$27.98	65.8c	42.5
August.....	29.80	67.6	44.1
September.....	30.75	69.1	44.5
October.....	30.85	70.1	44.0
November.....	31.27	70.6	44.3
December.....	31.80	70.7	45.0
1947—			
January.....	\$30.87	70.2c	44.0
February.....	30.49	71.1	42.9
March.....	31.09	71.3	43.6
April.....	30.55	71.4	42.9
May.....	33.42	72.9	45.8
June.....	33.37	72.5	46.0
July.....	32.18	73.0	44.1
August.....	32.99	73.9	44.6
September.....	34.68	77.7	44.6
October.....	33.50	78.7	42.6
November.....	33.62	78.5	42.8
December.....	34.98	78.6	44.5
1948—			
January.....	\$34.60	79.2c	43.7
February.....	29.59	80.6	36.7
March.....	35.77	79.0	45.3
April.....	35.11	79.5	44.2
May.....	37.43	80.1	46.7
June.....	36.69	81.1	45.3

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN LOGGING AND SAWMILL INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$27.85	64.2c	43.4
August.....	29.03	64.9	44.7
September.....	30.06	66.7	45.1
October.....	30.70	68.6	44.7
November.....	30.94	68.8	45.0
December.....	31.60	69.1	45.7
1947—			
January.....	\$29.77	67.6c	44.1
February.....	29.92	68.6	43.6
March.....	30.34	69.1	43.9
April.....	29.76	67.9	43.9
May.....	33.69	70.9	47.5
June.....	33.33	69.9	47.7
July.....	32.00	70.9	45.2
August.....	32.25	71.9	44.9
September.....	35.06	77.8	45.1
October.....	33.05	78.4	42.2
November.....	33.38	78.1	42.7
December.....	34.92	78.6	44.5
1948—			
January.....	\$33.91	78.3c	43.3
February.....	28.05	80.7	34.8
March.....	35.24	78.0	45.2
April.....	34.48	78.9	43.7
May.....	37.62	79.5	47.3
June.....	36.45	80.8	45.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XVI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN PLANING AND PLYWOOD INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$28.16	67.9c	41.5
August	30.87	71.3	43.3
September	31.72	72.5	43.7
October	31.06	72.3	43.0
November	31.73	73.3	43.3
December	32.09	73.1	43.9
1947—			
January	\$32.58	74.4c	43.8
February	31.75	74.1	42.9
March	32.12	74.5	43.1
April	31.69	76.3	41.5
May	33.05	76.0	43.5
June	33.42	76.4	43.7
July	32.45	76.4	42.5
August	34.13	77.1	44.3
September	33.64	78.1	43.1
October	34.23	79.5	43.1
November	33.96	79.1	42.9
December	35.58	79.6	44.5
1948—			
January	\$35.58	80.4c	44.2
February	31.58	80.4	39.3
March	36.56	80.6	45.4
April	36.04	80.4	44.8
May	37.16	81.0	45.9
June	37.04	81.5	45.5

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XVII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN FURNITURE AND FINISHED LUMBER INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$28.36	73.6c	38.5
August	31.49	77.3	40.8
September	31.61	78.3	40.4
October	32.29	79.7	40.5
November	33.22	80.9	41.1
December	31.64	80.7	39.2
1947—			
January	\$32.73	81.2c	40.3
February	32.99	81.3	40.6
March	32.53	82.1	39.6
April	32.02	82.1	39.0
May	33.23	82.1	40.5
June	34.11	82.5	41.3
July	34.25	82.6	41.5
August	34.46	83.5	41.3
September	34.63	84.9	40.8
October	36.13	86.5	41.8
November	36.53	87.5	41.8
December	37.81	88.6	42.7
1948—			
January	\$37.32	89.6c	41.7
February	35.28	89.7	39.4
March	37.19	89.6	41.5
April	36.34	89.5	40.6
May	35.29	89.1	39.6
June	34.06	89.3	38.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XVIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN HH FURNITURE, MATTRESSES AND BEDSPRINGS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$27.89	73.8c	37.8
August.....	31.42	77.9	40.3
September.....	31.50	78.9	39.9
October.....	32.25	80.4	40.1
November.....	33.27	81.8	40.7
December.....	31.46	81.5	38.6
1947—			
January.....	\$32.51	81.3c	40.0
February.....	32.95	81.6	40.4
March.....	32.57	82.6	39.4
April.....	31.95	82.6	38.7
May.....	33.04	82.6	40.0
June.....	33.94	82.7	41.0
July.....	34.01	83.0	41.0
August.....	34.26	83.7	40.9
September.....	34.64	85.2	40.7
October.....	36.14	86.8	41.6
November.....	36.68	87.9	41.7
December.....	37.85	89.0	42.5
1948—			
January.....	\$37.33	89.7c	41.6
February.....	35.55	89.8	39.6
March.....	37.29	90.0	41.4
April.....	36.32	90.0	40.4
May.....	35.36	89.8	39.4
June.....	33.79	89.8	37.6

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XIX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN WOODEN CONTAINERS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$26.80	62.8c	42.7
August	28.10	63.4	44.3
September	28.16	63.5	44.4
October	29.16	65.3	44.7
November	28.05	63.8	44.0
December	27.87	64.7	43.0
1947—			
January	\$28.43	66.0c	43.0
February	27.21	68.0	40.0
March	27.72	67.7	40.9
April	28.49	69.4	41.0
May	30.14	68.7	43.9
June	29.66	68.8	43.1
July	31.49	69.7	45.2
August	32.02	72.5	44.2
September	33.67	72.6	46.4
October	31.59	71.4	44.2
November	31.33	70.7	44.3
December	32.24	72.3	44.6
1948—			
January	\$30.69	73.0c	42.1
February	24.92	70.8	35.2
March	31.27	72.1	43.4
April	31.53	72.4	43.6
May	31.85	72.7	43.8
June	32.32	75.0	43.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN STONE, CLAY AND GLASS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$30.90	74.6c	41.4
August.....	32.44	77.8	41.7
September.....	32.98	80.1	41.2
October.....	32.77	78.9	41.5
November.....	33.54	81.1	41.4
December.....	33.78	80.0	42.2
1947—			
January.....	\$32.31	79.7c	40.6
February.....	32.67	80.5	40.6
March.....	32.28	81.8	39.5
April.....	31.56	82.5	38.3
May.....	32.95	83.1	39.7
June.....	33.73	83.9	40.2
July.....	32.68	84.2	38.8
August.....	33.19	83.7	39.7
September.....	33.99	83.8	40.6
October.....	34.45	84.9	40.6
November.....	34.62	85.5	40.5
December.....	35.90	85.8	41.8
1948—			
January.....	\$34.01	84.5c	40.2
February.....	28.54	85.5	33.4
March.....	34.59	85.6	40.4
April.....	34.26	87.1	39.3
May.....	35.23	87.3	40.4
June.....	36.08	88.0	41.0

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN OTHER DURABLE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$48.62	117.4c	41.4
August.....	45.44	117.9	38.5
September.....	47.94	113.4	42.3
October.....	49.73	117.5	42.3
November.....	39.43	95.4	41.3
December.....	39.65	96.3	41.2
1947—			
January.....	\$37.92	94.0c	40.3
February.....	39.67	96.6	41.1
March.....	40.07	98.7	40.6
April.....	44.07	93.2	47.3
May.....	44.75	107.3	41.7
June.....	44.37	108.3	41.0
July.....	44.02	106.9	41.2
August.....	42.77	106.7	40.1
September.....	43.26	107.7	40.2
October.....	44.12	107.7	41.0
November.....	44.45	108.3	41.0
December.....	45.40	110.1	41.2
1948—			
January.....	\$45.44	110.9c	41.0
February.....	42.63	111.7	38.2
March.....	44.85	111.1	40.4
April.....	45.74	111.5	41.0
May.....	46.18	112.0	41.2
June.....	47.65	112.9	42.2

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN TEXTILE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$30.54	80.5c	38.0
August	33.65	87.4	38.5
September	33.82	88.9	38.0
October	34.34	89.1	38.5
November	34.99	89.6	39.1
December	35.21	89.8	39.2
1947—			
January	\$34.98	90.0c	38.9
February	35.80	91.4	39.1
March	37.36	96.7	38.6
April	35.60	96.5	36.9
May	35.68	96.3	37.1
June	34.92	95.6	36.5
July	35.38	96.1	36.8
August	36.68	96.5	38.0
September	37.06	96.6	38.4
October	37.71	97.5	38.7
November	40.65	103.2	39.4
December	42.07	105.6	39.8
1948—			
January	\$41.36	105.6c	39.1
February	39.86	105.5	37.8
March	42.02	106.0	39.7
April	40.84	105.5	38.7
May	40.25	105.4	38.2
June	39.79	105.7	37.6

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN COTTON TEXTILE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$29.99	78.8c	38.0
August.....	33.16	86.1	38.6
September.....	33.42	87.8	38.1
October.....	33.77	87.8	38.5
November.....	34.54	88.3	39.1
December.....	34.90	88.4	39.5
1947—			
January.....	\$34.61	88.3c	39.2
February.....	35.58	90.1	39.5
March.....	37.40	96.3	38.8
April.....	38.02	96.2	37.4
May.....	35.77	95.8	37.3
June.....	35.10	95.4	36.8
July.....	35.45	95.9	37.0
August.....	36.78	96.3	38.2
September.....	36.92	96.2	38.4
October.....	37.48	96.9	38.7
November.....	40.65	103.4	39.3
December.....	42.19	105.6	40.0
1948—			
January.....	\$41.64	105.5c	39.5
February.....	40.28	105.6	38.1
March.....	42.23	105.8	39.9
April.....	41.14	105.2	39.1
May.....	40.57	105.0	38.6
June.....	39.75	105.0	37.8

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXIV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN RAYON AND SILK INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$33.98	83.3c	40.8
August.....	38.04	91.4	41.6
September.....	37.11	92.1	40.3
October.....	39.84	93.4	42.7
November.....	39.87	92.8	43.0
December.....	40.31	93.3	43.2
1947—			
January.....	\$39.89	93.3c	42.8
February.....	41.82	97.6	42.9
March.....	43.28	101.3	42.7
April.....	42.13	101.9	41.4
May.....	43.08	101.6	42.4
June.....	40.57	100.2	40.5
July.....	41.07	100.2	41.0
August.....	41.89	102.1	41.0
September.....	43.23	101.6	42.5
October.....	43.52	101.7	42.8
November.....	47.32	107.8	43.9
December.....	49.32	110.8	44.5
1948—			
January.....	\$48.34	110.7c	43.7
February.....	46.02	110.0	41.8
March.....	48.51	109.7	44.2
April.....	48.39	111.1	43.6
May.....	47.81	110.2	43.4
June.....	48.04	109.9	43.7

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN WOOLEN AND WORSTED TEXTILE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$36.51	85.0c	43.0
August.....	37.86	88.4	42.8
September.....	37.17	88.8	41.8
October.....	37.59	89.0	42.3
November.....	36.47	88.3	41.3
December.....	37.18	88.4	42.0
1947—			
January.....	\$39.84	92.4c	43.1
February.....	39.64	92.0	43.1
March.....	40.22	95.3	42.2
April.....	37.53	94.7	39.6
May.....	39.78	94.3	42.2
June.....	37.87	92.6	40.9
July.....	37.83	93.3	40.6
August.....	39.44	92.4	41.9
September.....	40.06	94.5	42.4
October.....	41.20	95.5	43.1
November.....	42.55	98.9	43.0
December.....	44.86	103.4	43.4
1948—			
January.....	\$41.16	101.0c	40.8
February.....	42.26	102.6	41.2
March.....	43.30	102.4	42.3
April.....	43.76	102.1	42.9
May.....	43.39	101.8	42.6
June.....	43.10	102.5	42.0

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXVI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN KNITTING INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$30.71	84.2c	36.5
August	33.77	91.0	37.1
September	33.95	92.0	36.9
October	34.31	92.2	37.2
November	34.92	93.2	37.5
December	34.80	93.7	37.1
1947—			
January	\$34.72	94.5c	36.7
February	34.69	94.3	36.8
March	35.60	97.6	36.5
April	32.97	96.9	34.0
May	33.24	97.0	34.3
June	32.46	95.6	34.0
July	33.64	96.5	34.9
August	34.97	96.4	36.3
September	35.79	97.4	36.7
October	36.89	99.1	37.2
November	39.06	102.6	38.1
December	39.88	105.1	37.9
1948—			
January	\$39.19	105.8c	37.1
February	37.02	104.6	35.0
March	39.65	106.1	37.4
April	37.94	105.7	35.9
May	37.37	106.5	35.1
June	37.37	107.2	34.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXVII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN FULL FASHIONED HOSIERY INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$36.00	97.8c	36.8
August	39.33	103.6	38.0
September	39.80	105.0	37.9
October	40.34	105.1	38.4
November	41.29	106.6	38.7
December	40.22	107.6	37.4
1947—			
January	\$40.74	109.3c	37.3
February	40.18	108.7	37.0
March	41.38	111.8	37.0
April	37.32	110.7	33.7
May	37.78	110.3	34.2
June	36.77	108.7	33.8
July	39.20	110.0	35.6
August	40.37	109.8	36.8
September	41.93	111.7	37.5
October	42.83	114.5	37.4
November	46.57	118.7	39.2
December	47.00	121.2	38.8
1948—			
January	\$45.42	121.8c	37.3
February	43.25	120.7	35.8
March	47.31	122.0	38.8
April	44.61	121.9	36.6
May	45.26	122.4	37.0
June	45.28	122.7	36.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXVIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN SEAMLESS HOSIERY INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$26.69	74.5c	35.8
August	29.37	81.5	36.0
September	29.44	82.7	35.6
October	29.68	82.7	35.9
November	30.21	83.6	36.1
December	30.87	84.3	36.6
1947—			
January	\$30.50	84.6c	36.0
February	30.29	84.5	35.9
March	30.66	86.6	35.4
April	29.03	87.2	33.3
May	28.33	86.5	32.7
June	27.93	85.9	32.5
July	28.61	86.6	33.0
August	30.07	86.4	34.8
September	30.18	86.5	34.9
October	31.41	87.7	35.8
November	32.27	89.3	36.1
December	33.48	92.3	36.3
1948—			
January	\$33.24	92.5c	35.7
February	31.99	93.3	34.3
March	33.09	93.4	35.4
April	31.48	92.8	33.9
May	29.71	93.1	31.9
June	29.16	93.1	31.3

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXIX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN FINISHING, SPONGING AND COATING TEXTILE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$32.05	83.2c	38.5
August.....	35.35	91.0	38.8
September.....	34.72	90.7	38.3
October.....	36.88	93.5	39.5
November.....	37.96	93.8	40.5
December.....	36.90	93.7	39.4
1947—			
January.....	\$34.87	93.9c	37.1
February.....	38.11	95.8	39.8
March.....	39.28	99.5	39.5
April.....	35.34	99.6	35.5
May.....	37.29	99.8	37.4
June.....	37.09	98.9	37.5
July.....	36.33	97.9	37.1
August.....	36.58	98.1	37.3
September.....	38.12	99.0	38.5
October.....	38.24	99.6	38.4
November.....	41.49	105.7	39.2
December.....	43.26	108.5	39.9
1948—			
January.....	\$41.44	106.7c	38.8
February.....	39.81	107.3	37.1
March.....	43.39	108.4	40.0
April.....	41.59	107.0	38.9
May.....	41.07	106.4	38.6
June.....	42.08	108.9	38.6

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN APPAREL AND OTHER FINISHED PRODUCT INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$24.58	69.8c	35.2
August.....	26.27	75.1	35.0
September.....	27.32	77.0	35.5
October.....	27.41	75.7	36.2
November.....	28.25	77.3	36.5
December.....	29.05	77.4	37.5
1947—			
January.....	\$28.55	78.4c	36.4
February.....	27.94	77.4	36.1
March.....	28.94	79.7	36.3
April.....	27.67	79.6	34.8
May.....	27.88	79.8	35.0
June.....	26.80	79.3	33.8
July.....	27.58	79.0	34.9
August.....	29.36	80.8	36.3
September.....	29.02	82.0	35.4
October.....	30.22	82.0	36.9
November.....	31.04	82.9	37.4
December.....	32.35	84.2	38.4
1948—			
January.....	\$31.26	84.1c	36.5
February.....	28.01	85.2	32.9
March.....	31.31	84.2	37.2
April.....	30.41	85.1	35.7
May.....	29.52	84.7	34.9
June.....	28.71	84.2	34.1

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN FOOD PRODUCT INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$29.06	68.1c	42.6
August	30.05	70.0	43.0
September	30.80	72.3	42.6
October	31.40	73.2	42.9
November	31.15	73.2	42.6
December	31.56	74.0	42.7
1947—			
January	\$31.66	73.6c	43.0
February	31.75	74.7	42.5
March	31.96	75.7	42.2
April	32.07	76.4	42.0
May	32.36	76.0	42.6
June	33.40	76.0	44.0
July	31.91	73.1	43.3
August	33.05	76.3	43.3
September	33.29	76.9	43.3
October	32.86	77.5	42.4
November	33.04	78.3	42.2
December	33.88	79.5	42.6
1948—			
January	\$33.84	80.0c	42.3
February	32.20	80.5	40.0
March	33.77	79.6	42.4
April	34.18	7.98	42.8
May	34.82	80.1	43.5
June	35.29	80.2	44.0

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN DAIRY PRODUCTS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$30.79	71.6c	43.0
August.....	31.54	72.4	43.6
September.....	32.34	78.5	41.2
October.....	33.47	79.0	42.4
November.....	33.25	77.0	43.2
December.....	33.07	78.1	42.4
1947—			
January.....	\$33.49	78.3c	42.7
February.....	34.62	78.9	43.9
March.....	33.94	79.5	42.7
April.....	34.91	79.9	43.7
May.....	34.63	81.5	42.5
June.....	34.18	79.2	43.1
July.....	34.60	79.8	43.3
August.....	35.52	80.6	44.0
September.....	36.66	83.1	44.1
October.....	37.22	86.7	42.9
November.....	37.12	86.8	42.7
December.....	37.72	87.0	43.4
1948—			
January.....	\$37.85	88.9c	42.6
February.....	36.41	92.5	39.4
March.....	37.88	84.0	45.1
April.....	38.16	84.3	45.3
May.....	38.15	84.2	45.3
June.....	37.33	83.8	44.6

Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN BAKERY PRODUCTS INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$29.77	73.2c	40.7
August.....	31.48	75.4	41.8
September.....	31.41	75.9	41.4
October.....	32.37	76.5	42.3
November.....	31.68	76.6	41.4
December.....	32.92	78.8	41.8
1947—			
January.....	\$32.10	79.0c	40.6
February.....	32.09	79.3	40.5
March.....	32.08	79.7	40.2
April.....	33.34	81.3	41.4
May.....	33.29	80.2	41.5
June.....	34.74	80.9	42.9
July.....	34.09	82.3	41.4
August.....	34.58	83.1	41.6
September.....	33.81	82.3	41.1
October.....	33.64	82.7	40.7
November.....	33.81	83.1	40.7
December.....	34.41	84.9	40.5
1948—			
January.....	\$33.81	83.2c	40.5
February.....	33.65	83.7	40.2
March.....	34.64	84.6	41.0
April.....	34.86	85.5	40.8
May.....	36.00	86.5	41.6
June.....	37.15	87.7	42.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXIV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN BEVERAGE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$32.35	69.5c	46.6
August.....	32.48	71.7	45.3
September.....	34.45	73.1	47.2
October.....	33.58	73.7	45.6
November.....	33.24	73.0	45.5
December.....	32.65	72.7	44.9
1947—			
January.....	\$33.42	72.7c	46.0
February.....	32.00	72.1	44.4
March.....	33.32	72.7	45.8
April.....	33.79	73.3	46.1
May.....	32.82	72.8	45.1
June.....	33.29	73.0	45.6
July.....	33.36	73.3	45.5
August.....	35.33	75.0	47.1
September.....	36.78	75.4	48.7
October.....	35.33	76.1	46.5
November.....	34.45	75.0	45.9
December.....	34.93	75.2	46.5
1948—			
January.....	\$36.60	75.3c	45.8
February.....	34.72	77.3	44.9
March.....	36.38	76.4	47.6
April.....	35.52	76.6	46.4
May.....	37.19	75.4	49.3
June.....	37.75	75.6	49.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN TOBACCO INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$35.68	88.8c	40.2
August	39.47	96.7	40.8
September	39.73	96.9	41.0
October	40.69	98.0	41.5
November	41.85	101.4	41.3
December	43.35	103.5	41.9
1947—			
January	\$41.42	102.0c	40.6
February	40.22	101.7	39.6
March	38.88	101.5	38.3
April	40.05	103.0	38.9
May	41.79	107.0	39.1
June	40.48	105.2	38.5
July	44.97	102.8	43.8
August	44.82	103.1	43.5
September	45.17	103.3	43.7
October	44.94	103.3	43.5
November	42.50	103.7	41.0
December	44.75	108.3	41.3
1948—			
January	\$41.74	109.4c	38.2
February	34.61	107.8	32.1
March	40.59	108.4	37.5
April	43.66	107.7	40.5
May	40.92	109.0	37.5
June	42.76	113.3	37.7

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXVI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN CIGARETTE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$37.92	92.3c	41.1
August.....	41.77	100.3	41.6
September.....	42.05	100.7	41.7
October.....	43.29	101.8	42.5
November.....	44.65	106.1	42.1
December.....	46.53	108.2	43.0
1947—			
January.....	\$44.24	106.2c	41.6
February.....	43.19	105.5	40.9
March.....	41.30	105.0	39.3
April.....	41.92	106.5	39.4
May.....	43.80	108.9	40.2
June.....	42.53	108.2	39.3
July.....	46.37	106.0	43.8
August.....	46.15	106.9	43.2
September.....	46.72	107.2	43.6
October.....	46.61	107.1	43.5
November.....	44.71	106.9	41.8
December.....	47.19	112.4	42.0
1948—			
January.....	\$44.16	113.5c	38.9
February.....	35.51	112.4	31.6
March.....	42.74	112.4	38.0
April.....	45.81	111.5	41.1
May.....	43.23	113.0	38.2
June.....	44.81	116.8	38.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXVII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN PAPER AND ALLIED INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$43.47	100.2c	43.4
August.....	46.99	103.2	45.6
September.....	50.67	110.2	46.0
October.....	50.67	111.4	45.5
November.....	50.06	109.1	45.9
December.....	50.32	110.2	45.7
1947—			
January.....	\$50.50	112.8c	44.8
February.....	51.20	113.1	45.3
March.....	53.60	117.5	45.6
April.....	55.40	120.6	45.9
May.....	54.52	121.0	45.0
June.....	53.96	121.0	44.6
July.....	55.01	122.0	45.1
August.....	56.24	124.8	45.1
September.....	57.21	127.6	44.8
October.....	56.85	127.8	44.5
November.....	56.58	127.5	44.4
December.....	56.69	127.9	44.3
1948—			
January.....	\$57.51	129.7c	44.3
February.....	57.98	132.5	43.8
March.....	58.16	132.3	44.0
April.....	56.96	130.0	43.8
May.....	60.94	134.7	45.2
June.....	60.50	133.7	45.3

Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXVIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN PULP, PAPER AND PAPERBOARD INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$46.61	105.4c	44.2
August	50.22	107.7	46.6
September	53.90	115.4	46.7
October	53.85	116.8	46.1
November	53.03	114.1	46.5
December	53.18	115.2	46.2
1947—			
January	\$53.71	118.6c	45.3
February	54.57	118.5	46.0
March	57.42	123.6	46.5
April	59.53	126.7	47.0
May	58.15	126.4	46.0
June	57.59	126.2	45.6
July	58.37	127.2	45.9
August	59.83	130.9	45.7
September	60.50	133.6	45.3
October	60.81	134.9	45.1
November	60.31	134.5	44.8
December	59.89	134.2	44.6
1948—			
January	\$60.89	135.7c	44.9
February	62.25	138.8	44.9
March	62.11	139.3	44.6
April	60.86	136.1	44.7
May	65.32	140.6	46.4
June	64.77	139.4	46.5

*Data based on reports from a representative sample of firms Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XXXIX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN PRINTING, PUBLISHING AND ALLIED INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$39.60	100.8c	39.3
August.....	39.77	101.9	39.0
September.....	40.65	105.6	38.5
October.....	41.86	106.2	39.4
November.....	43.03	110.6	38.9
December.....	45.79	112.1	40.9
1947—			
January.....	\$44.05	111.9c	39.4
February.....	44.92	113.7	39.5
March.....	45.28	115.9	39.1
April.....	46.19	116.8	39.6
May.....	47.23	116.3	40.6
June.....	46.17	116.6	39.6
July.....	46.07	115.3	40.0
August.....	46.80	118.5	39.5
September.....	47.57	119.6	39.8
October.....	47.69	120.7	39.5
November.....	48.29	122.7	39.4
December.....	52.79	127.0	41.6
1948—			
January.....	\$49.97	126.5c	39.5
February.....	49.73	127.8	38.9
March.....	51.63	128.5	40.2
April.....	52.62	131.3	40.1
May.....	53.70	131.8	40.7
June.....	52.40	132.9	39.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XL

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN CHEMICALS AND ALLIED INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$33.19	83.1e	39.9
August.....	33.00	83.3	39.6
September.....	35.83	86.6	41.4
October.....	33.01	81.9	40.3
November.....	32.82	80.5	40.8
December.....	34.54	84.8	40.7
1947—			
January.....	\$34.54	84.2c	41.0
February.....	34.04	85.2	39.9
March.....	34.51	85.8	40.2
April.....	33.99	90.0	37.8
May.....	36.23	89.2	40.6
June.....	36.48	90.3	40.4
July.....	37.11	92.2	40.2
August.....	36.28	91.8	39.5
September.....	37.16	91.7	40.5
October.....	36.79	90.0	40.9
November.....	36.77	88.8	41.4
December.....	39.57	95.7	41.3
1948—			
January.....	\$39.62	96.8c	40.9
February.....	36.79	98.0	37.5
March.....	39.61	96.6	41.0
April.....	39.60	97.8	40.5
May.....	40.52	100.6	40.3
June.....	41.18	103.1	39.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN OTHER NONDURABLE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$32.97	79.9c	41.2
August.....	35.12	82.4	42.6
September.....	35.66	84.1	42.4
October.....	34.77	83.4	41.7
November.....	36.04	85.0	42.4
December.....	36.06	86.3	41.8
1947—			
January.....	\$35.56	86.6c	41.1
February.....	37.84	89.0	42.5
March.....	38.38	90.2	42.6
April.....	39.48	91.6	43.1
May.....	37.00	89.1	41.5
June.....	37.22	90.3	41.2
July.....	36.40	89.3	40.8
August.....	36.91	91.6	40.3
September.....	39.31	94.0	41.8
October.....	40.14	95.6	40.0
November.....	40.08	95.9	41.8
December.....	40.30	96.2	41.9
1948—			
January.....	\$39.84	95.9c	41.6
February.....	38.52	96.0	40.1
March.....	38.18	95.5	40.0
April.....	38.10	95.0	40.1
May.....	41.36	94.9	43.6
June.....	41.87	100.0	41.9

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN NONMANUFACTURING INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$28.63	70.5c	40.6
August	28.22	68.3	41.3
September	28.30	67.6	41.9
October	28.58	67.7	42.2
November	27.49	69.5	39.5
December	27.36	71.3	38.4
1947—			
January	\$30.31	75.2c	40.3
February	30.25	76.3	39.6
March	31.42	84.2	38.0
April	30.65	76.7	39.9
May	30.93	77.0	40.2
June	34.13	81.6	41.8
July	33.97	81.7	41.6
August	33.12	79.0	41.9
September	32.99	77.0	42.8
October	33.29	78.3	42.5
November	32.65	79.4	41.1
December	33.23	81.1	41.0
1948—			
January	\$34.02	82.7c	41.2
February	32.76	83.4	39.3
March	34.85	85.3	40.9
April	36.23	86.7	41.8
May	35.84	86.7	41.3
June	37.11	87.8	42.3

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN RETAIL TRADE
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$24.68	63.7c	38.8
August	24.47	62.6	39.1
September	23.61	64.3	36.7
October	23.40	64.9	36.1
November	22.58	63.8	35.5
December	21.62	61.4	35.2
1947—			
January	\$23.41	64.7c	36.2
February	23.49	65.1	36.1
March	23.91	65.9	36.3
April	24.13	67.3	35.8
May	24.53	67.6	36.3
June	26.19	67.7	38.7
July	29.26	71.3	41.0
August	29.26	69.8	41.9
September	27.67	71.7	38.6
October	27.28	71.5	38.2
November	28.08	72.7	38.6
December	27.17	70.1	38.8
1948—			
January	\$28.03	71.3c	39.3
February	28.23	72.8	38.8
March	28.53	73.7	39.1
April	29.09	74.3	39.2
May	29.13	74.4	39.1
June	30.09	74.5	40.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLIV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN WHOLESALE TRADE
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$41.19	94.8c	43.5
August.....	36.44	84.0	43.4
September.....	37.16	81.0	45.9
October.....	36.42	81.2	44.8
November.....	35.90	85.2	42.1
December.....	36.26	88.2	41.1
1947—			
January.....	\$43.53	97.3c	44.7
February.....	43.15	96.8	44.6
March.....	42.36	95.4	44.4
April.....	42.93	97.0	44.2
May.....	42.35	95.7	44.3
June.....	43.90	97.7	44.9
July.....	43.29	94.8	45.7
August.....	43.44	96.0	45.3
September.....	45.26	100.3	45.1
October.....	45.98	102.4	44.9
November.....	47.35	105.5	44.9
December.....	46.99	103.9	45.2
1948—			
January.....	\$47.28	105.8c	44.7
February.....	47.31	106.9	44.3
March.....	46.72	104.1	44.9
April.....	47.36	104.4	45.0
May.....	49.22	108.4	45.4
June.....	48.52	108.3	44.8

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLV

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN LAUNDRIES AND DRY CLEANING PLANTS
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$20.82	44.9c	46.4
August	20.55	45.4	45.3
September	20.60	45.7	45.1
October	21.15	46.9	46.9
November	21.76	48.2	45.2
December	23.08	49.6	46.5
1947—			
January	\$23.19	50.6c	45.8
February	22.74	50.4	45.1
March	23.08	51.1	45.1
April	25.42	53.7	47.3
May	24.93	53.5	46.6
June	25.69	53.7	47.8
July	25.27	54.2	46.6
August	25.71	54.9	46.8
September	26.17	54.8	47.7
October	26.07	55.3	47.1
November	25.81	55.5	46.5
December	26.68	56.1	47.5
1948—			
January	\$26.52	55.9c	47.5
February	25.49	55.7	45.8
March	26.53	56.5	47.0
April	27.21	57.4	47.4
May	27.11	58.1	46.7
June	27.11	58.0	46.8

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLVI

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN NONMETALLIC MINING AND QUARRYING
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$30.17	70.1c	43.0
August	32.02	71.4	44.8
September	31.95	72.9	43.8
October	30.80	72.5	42.5
November	33.04	72.8	45.4
December	32.04	74.0	43.3
1947—			
January	\$31.93	75.2c	42.4
February	31.15	74.9	41.6
March	31.50	75.2	41.9
April	32.03	75.9	42.2
May	35.48	79.9	44.4
June	34.88	80.8	43.2
July	34.23	79.9	42.8
August	32.87	80.5	46.8
September	36.16	81.2	44.5
October	35.91	81.6	44.0
November	33.27	80.2	41.5
December	34.59	81.6	42.4
1948—			
January	\$31.79	80.2c	39.6
February	26.73	81.3	32.9
March	37.67	83.3	45.2
April	37.33	85.7	43.5
May	36.04	84.4	42.7
June	37.04	82.8	44.7

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLVII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN TRANSPORTATION, COMMUNICATION AND PUBLIC UTILITIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July.....	\$38.64	95.0c	40.7
August.....	39.63	96.2	41.2
September.....	39.93	96.3	41.5
October.....	39.96	96.1	41.6
November.....	39.54	96.4	41.0
December.....	38.31	95.3	40.2
1947—			
January.....	\$39.64	95.1c	41.7
February.....	39.58	95.8	41.3
March.....	39.79	96.2	41.4
April.....	42.80	98.9	43.3
May.....	42.89	99.3	43.2
June.....	41.63	98.0	42.5
July.....	40.92	101.7	40.2
August.....	41.52	101.4	41.0
September.....	41.93	101.8	41.2
October.....	42.58	102.8	41.4
November.....	42.59	102.1	41.7
December.....	42.23	102.6	41.2
1948—			
January.....	\$42.13	102.9c	40.9
February.....	42.39	103.0	41.1
March.....	44.52	106.4	41.8
April.....	44.45	106.9	41.6
May.....	44.99	108.2	41.6
June.....	46.61	108.8	42.8

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLVIII

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN HOTELS
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$16.50	36.0e	45.9
August	16.70	35.6	45.7
September	17.12	38.0	45.0
October	17.32	38.7	44.8
November	16.95	37.3	45.5
December	18.83	39.3	48.0
1947—			
January	\$18.34	40.0e	45.8
February	18.71	40.1	46.7
March	18.68	38.7	47.0
April	19.02	40.7	46.8
May	19.52	41.9	46.6
June	18.20	39.4	46.2
July	18.04	39.7	45.4
August	18.20	39.8	45.7
September	17.76	39.1	45.4
October	17.78	39.5	45.1
November	19.24	41.3	46.6
December	18.77	41.8	44.9
1948—			
January	\$19.42	42.4e	45.8
February	20.59	43.7	47.1
March	20.50	43.4	47.2
April	20.13	43.1	46.7
May	19.74	42.9	46.0
June	19.17	42.2	45.4

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE XLIX

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN STEMMERIES AND REDRYING PLANTS
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	\$27.10	70 6c	38.4
August	27.30	66.7	40.9
September	27.65	63.8	43.3
October	28.76	64.9	44.3
November	26.90	68.2	39.4
December	27.65	74.7	37.0
1947—			
January	\$29.68	75 3c	39.4
February	29.42	77.5	38.0
March	30.77	79.8	38.5
April	31.19	82.0	38.0
May	31.82	87.1	36.5
June	33.50	86.7	38.6
July	32.94	86.6	39.2
August	31.19	76.7	40.7
September	31.44	71.2	44.1
October	31.82	73.3	43.4
November	29.14	73.2	39.8
December	31.28	79.6	39.3
1948—			
January	\$32.03	80.7c	39.7
February	28.11	82.3	34.2
March	31.69	87.8	36.1
April	37.25	92.1	40.4
May	34.97	92.7	37.7
June	38.03	96.4	39.5

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

TABLE L

AVERAGE WEEKLY EARNINGS, AVERAGE HOURLY EARNINGS
AND AVERAGE HOURS WORKED PER WEEK
IN INSURANCE AND BROKERAGE INDUSTRIES
IN NORTH CAROLINA

JULY 1, 1946—JUNE 30, 1948*

YEAR AND MONTH	Average Weekly Earnings	Average Hourly Earnings	Average Hours Worked
1946—			
July	**		
August	**		
September	**		
October	**		
November	**		
December	**		
1947—			
January	\$47.13		
February	46.43		
March	46.39		
April	44.69		
May	45.32		
June	49.52		
July	46.63		
August	49.05		
September	48.45		
October	49.43		
November	49.21		
December	48.71		
1948—			
January	\$48.59		
February	48.63		
March	51.09		
April	51.17		
May	51.63		
June	51.00		

*Data based on reports from a representative sample of firms. Source: U. S. Department of Labor, Bureau of Labor Statistics; North Carolina Labor and Industry and Unpublished Data.

** Not available.

BUILDING CONSTRUCTION

The value of building construction authorized in each of 26 North Carolina cities of more than 10,000 population and the number of families for which new housing was provided are summarized in Table LI.

The money value of buildings authorized in the biennium 1946-1948 was 145.5 per cent higher than in the previous biennium. The estimated value of new residential building increased 317.8 per cent over the previous biennium. Nonresidential building increased 57.8 per cent and additions, alterations and repairs to both residential and nonresidential buildings increased 74.5 per cent.

Table LII shows the total building valuations for all of the 26 cities combined, broken down according to type of building.

It is interesting to note that from July 1946 to June 1948 the construction cost of the average family dwelling unit built in the North Carolina cities increased from \$3,752 to \$5,076—an increase of 35.3 per cent.

TABLE LI

VALUE OF BUILDING CONSTRUCTION AUTHORIZED IN NORTH CAROLINA CITIES BY CITY

JULY 1, 1945—JUNE 30, 1948

	Residential		Non-Residential Value	Additions, Alterations and Repairs Value	Total Value
	Value	Number of Families Provided For			
Total.....	\$ 70,647,741	13,919	\$ 39,650,280	\$ 17,456,933	\$ 127,754,954
Asheville.....	\$ 2,481,119	509	\$ 2,062,964	\$ 513,671	\$ 5,060,754
Burlington.....	2,515,027	555	1,579,440	387,906	4,482,373
Charlotte.....	13,672,717	2,522	7,947,867	2,961,594	24,582,178
Concord.....	439,760	117	354,350	42,075	836,125
Durham.....	5,909,419	1,050	5,072,450	2,080,250	13,062,119
Elizabeth City.....	263,440	62	175,965	30,425	469,830
Fayetteville.....	2,199,401	585	852,069	490,156	3,541,626
Gastonia.....	1,292,500	350	1,504,889	100,300	2,807,689
Goldsboro.....	931,200	187	334,525	148,325	1,414,050
Greensboro.....	8,437,604	1,915	4,120,712	2,848,099	15,406,415
Greenville.....	1,258,950	232	1,312,575	24,100	2,595,625
Hickory.....	1,074,050	255	991,685	409,182	2,474,917
High Point.....	3,743,373	770	1,272,565	1,369,974	6,385,912
Kinston.....	1,150,050	236	872,800	62,609	2,085,459
Lexington.....	1,227,480	253	765,165	476,875	2,469,520
New Bern.....	248,875	53	63,250	74,333	386,458
Raleigh.....	8,984,812	1,244	2,781,684	438,237	12,204,733
Reidsville.....	983,175	231	322,983	103,250	1,409,408
Rocky Mount.....	1,754,600	374	1,413,850	492,100	3,660,550
Salisbury.....	1,073,302	268	323,870	354,206	1,751,378
Shelby.....	892,065	219	320,120	49,000	1,261,185
Statesville.....	1,428,450	313	864,700	1,700	2,294,850
Thomasville.....	483,550	157	135,459	68,025	683,025
Wilmington.....	1,149,987	178	1,209,458	1,087,629	3,447,074
Wilson.....	1,919,540	379	714,155	350,050	2,983,745
Winston-Salem.....	5,218,355	885	2,280,739	2,492,862	9,991,956

TABLE LII

VALUE OF BUILDING CONSTRUCTION AUTHORIZED IN NORTH CAROLINA CITIES

JULY, 1944—JUNE, 1946 AND JULY, 1946—JUNE, 1948

Class of Construction	July, 1944 to June, 1946	July, 1946 to June, 1948	Per Cent of Change	First Six Months of		Per Cent of Change
				1947	1948	
All Construction.....	\$52,044,833	\$ 127,754,954	+ 145.5	\$26,684,823	\$45,801,650	+ 71.6
New Residential.....	16,907,771	70,647,741	+ 317.8	15,714,588	22,370,304	+ 42.4
New Non-Residential.....	25,133,900	39,650,280	+ 57.8	7,744,692	16,921,749	+ 118.5
Additions, Alterations and Repairs.....	10,003,162	17,456,933	+ 74.5	3,225,543	6,509,597	+ 101.8

CHART I

EMPLOYMENT CERTIFICATES ISSUED TO MINORS IN NORTH CAROLINA

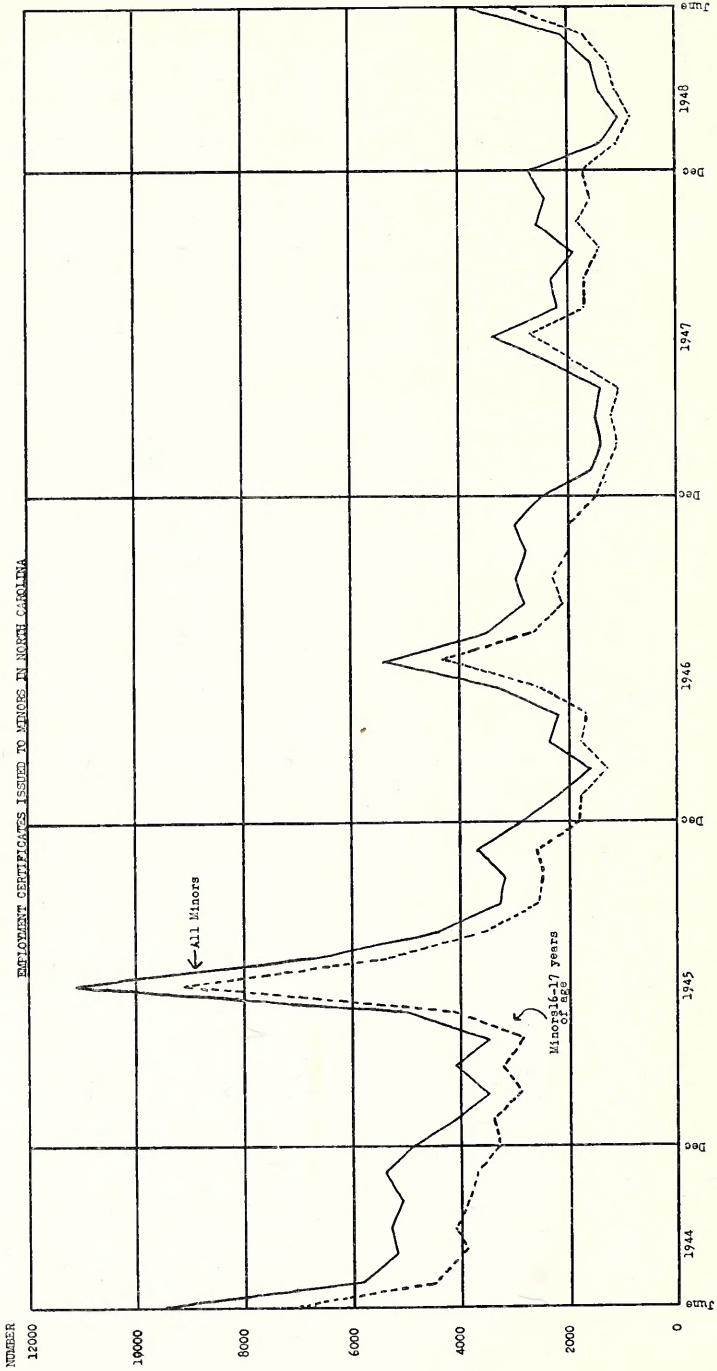


CHART II
PERMIT VALUATION OF BUILDING CONSTRUCTION IN NORTH CAROLINA CITIES

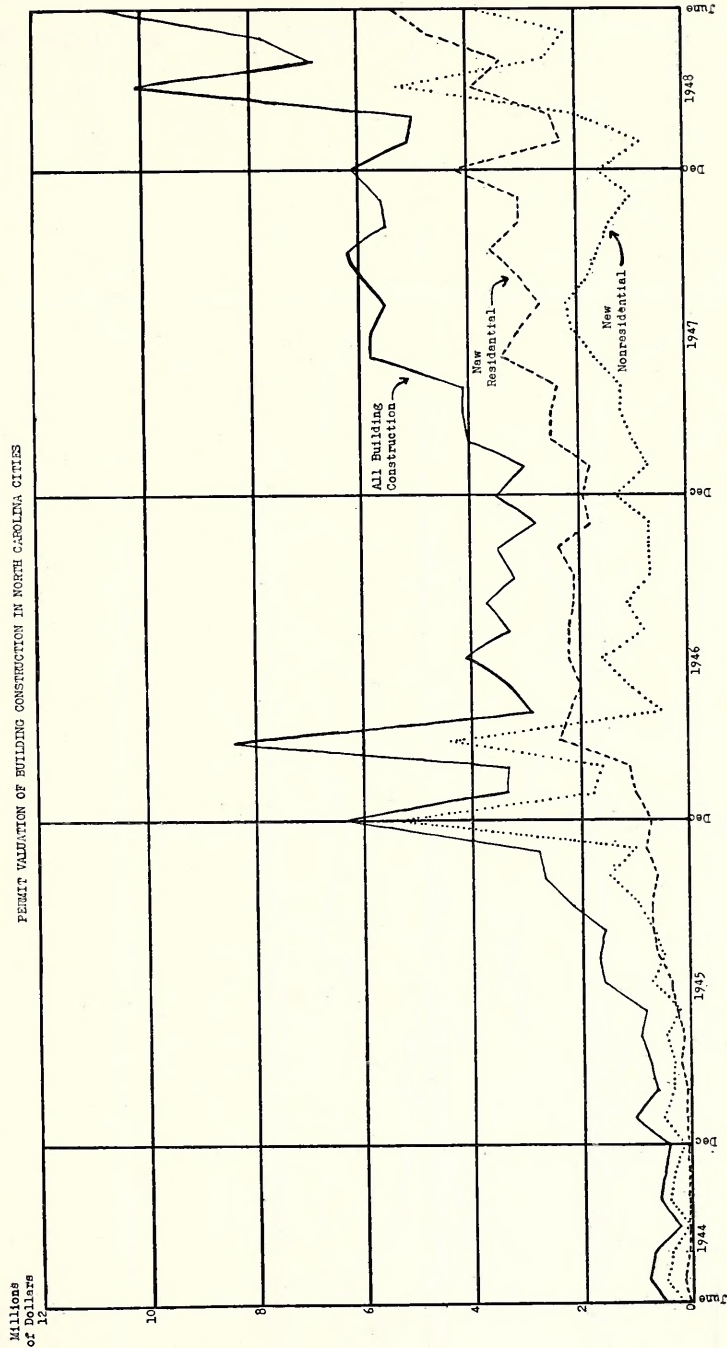


CHART III
AVERAGE HOURS PER WEEK AND AVERAGE EARNINGS PER WEEK IN NORTH CAROLINA MANUFACTURING INDUSTRIES

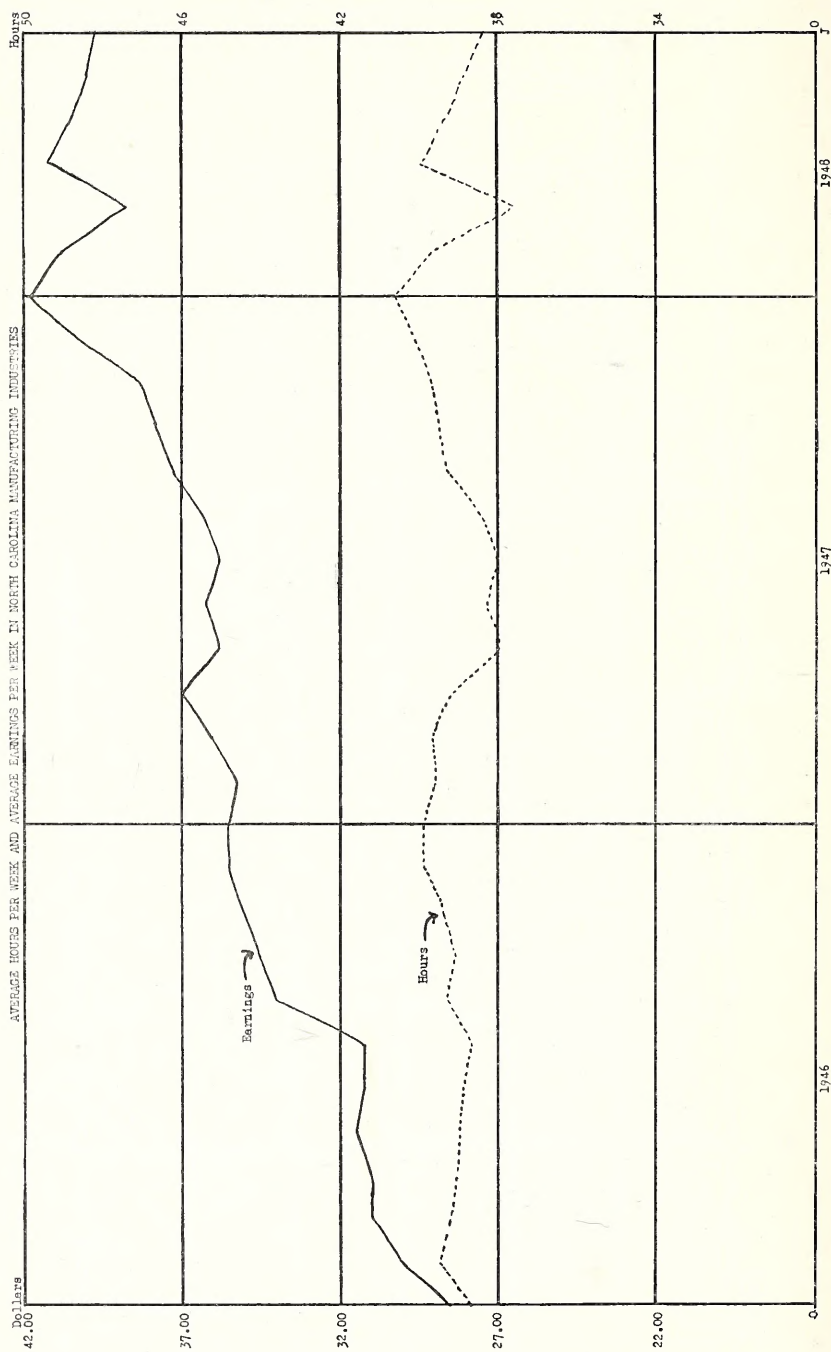


CHART IV

AVERAGE HOURS PER WEEK AND AVERAGE EARNINGS PER WEEK IN NORTH CAROLINA FINISHING, STENCING AND COATING TEXTILES INDUSTRY

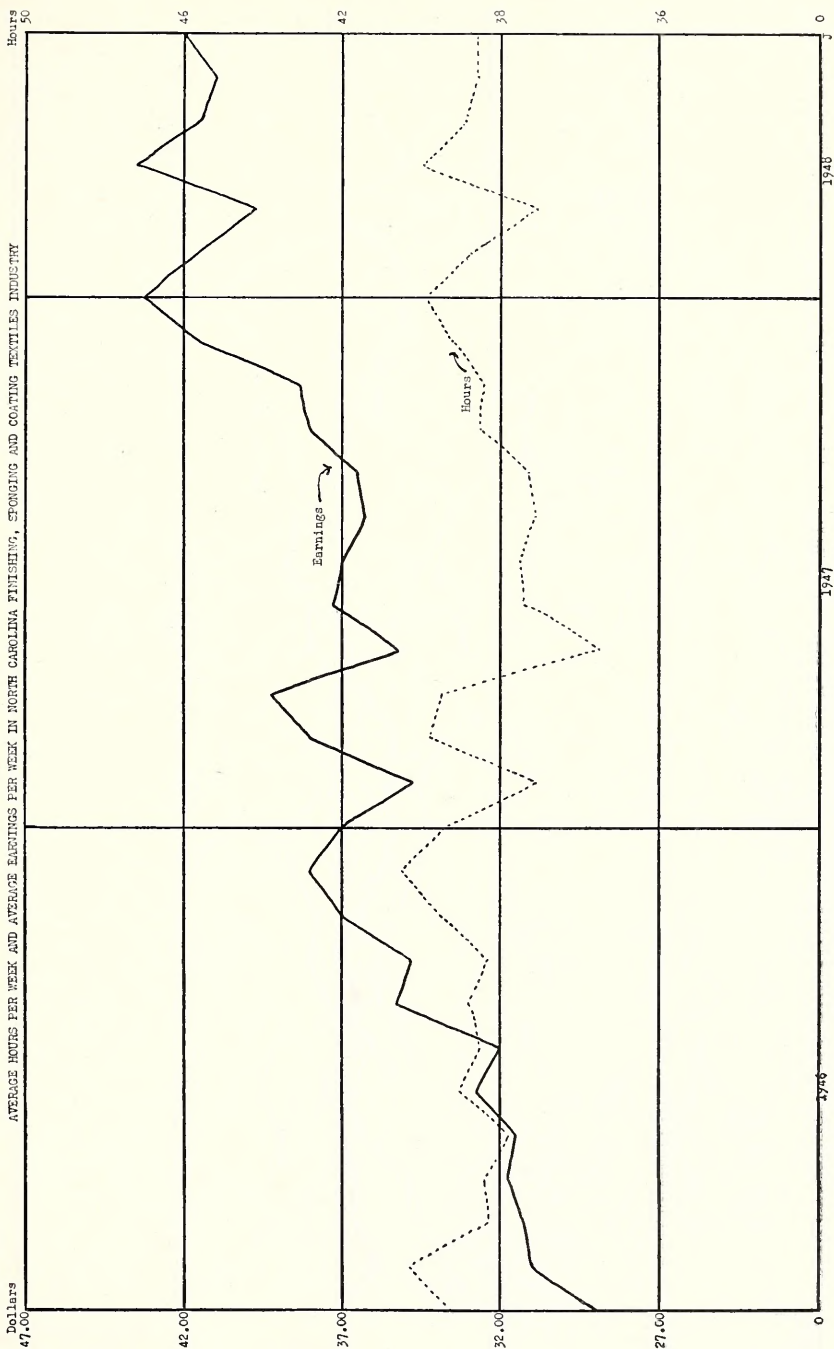


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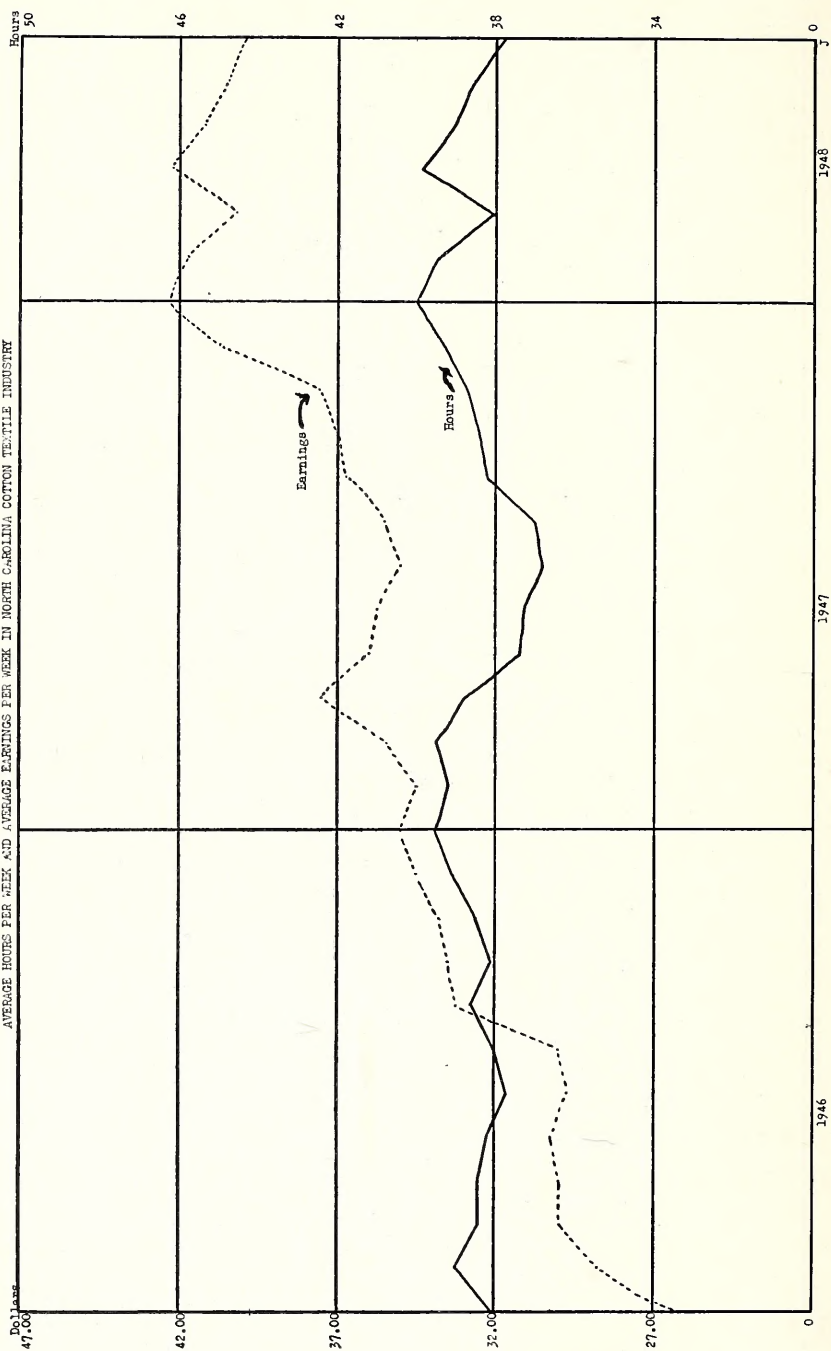


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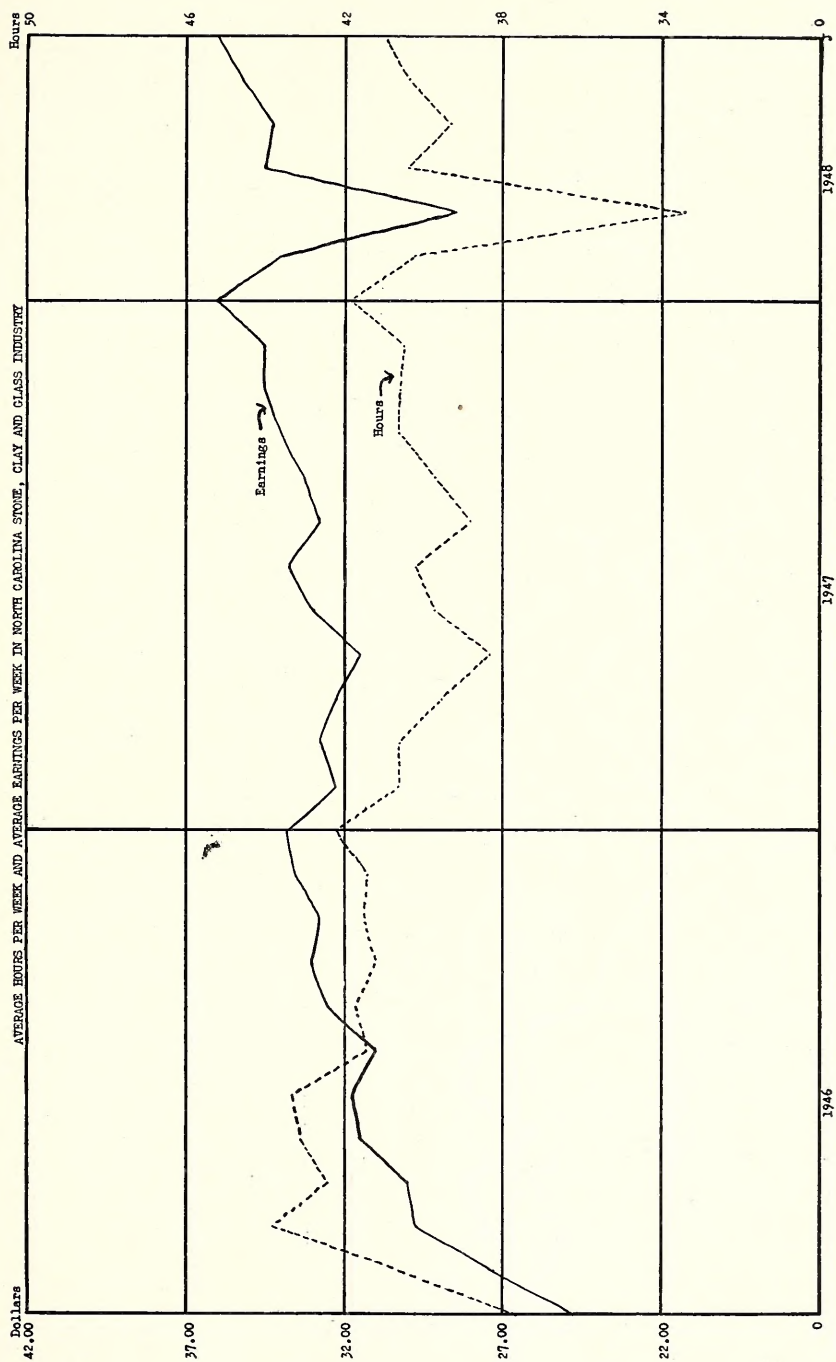


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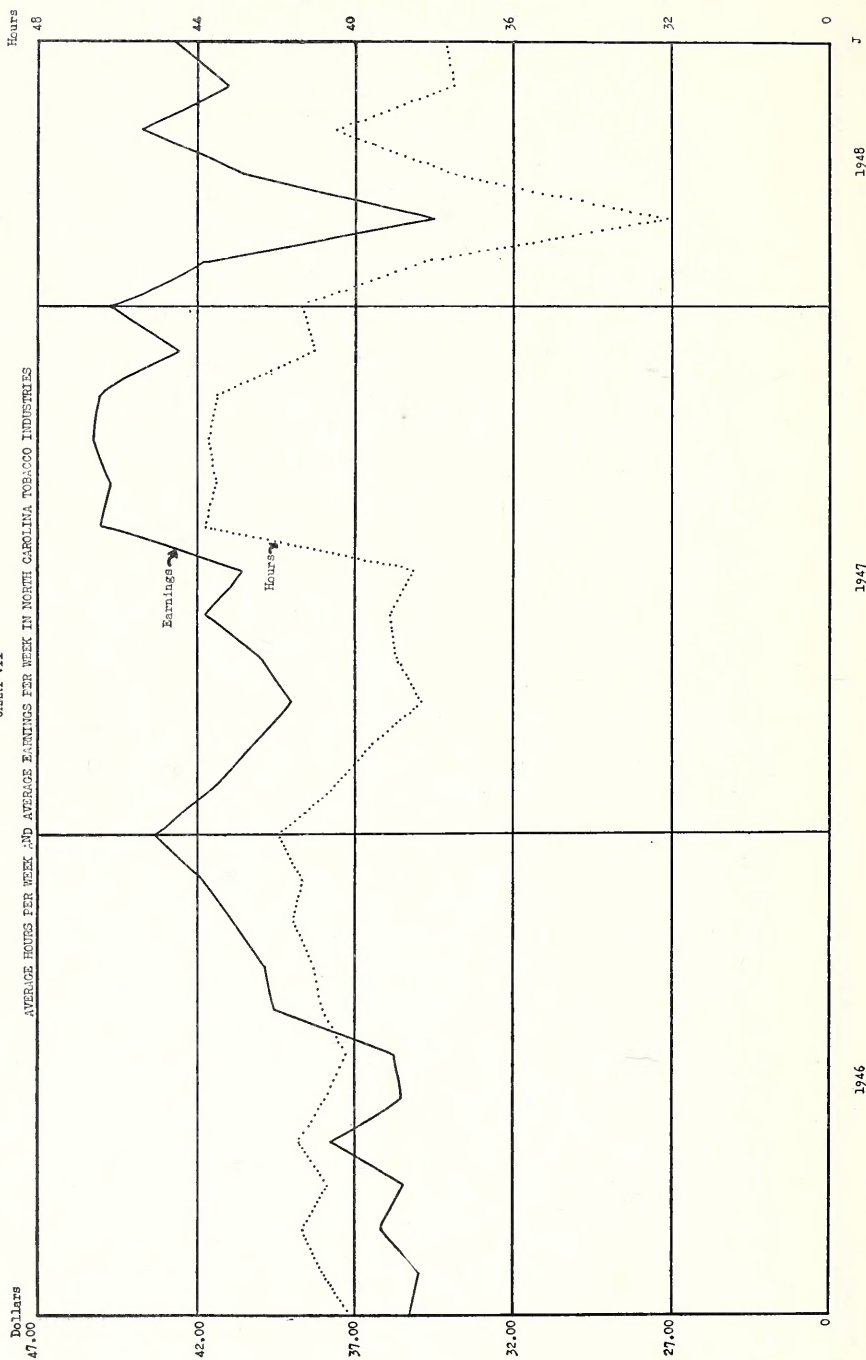


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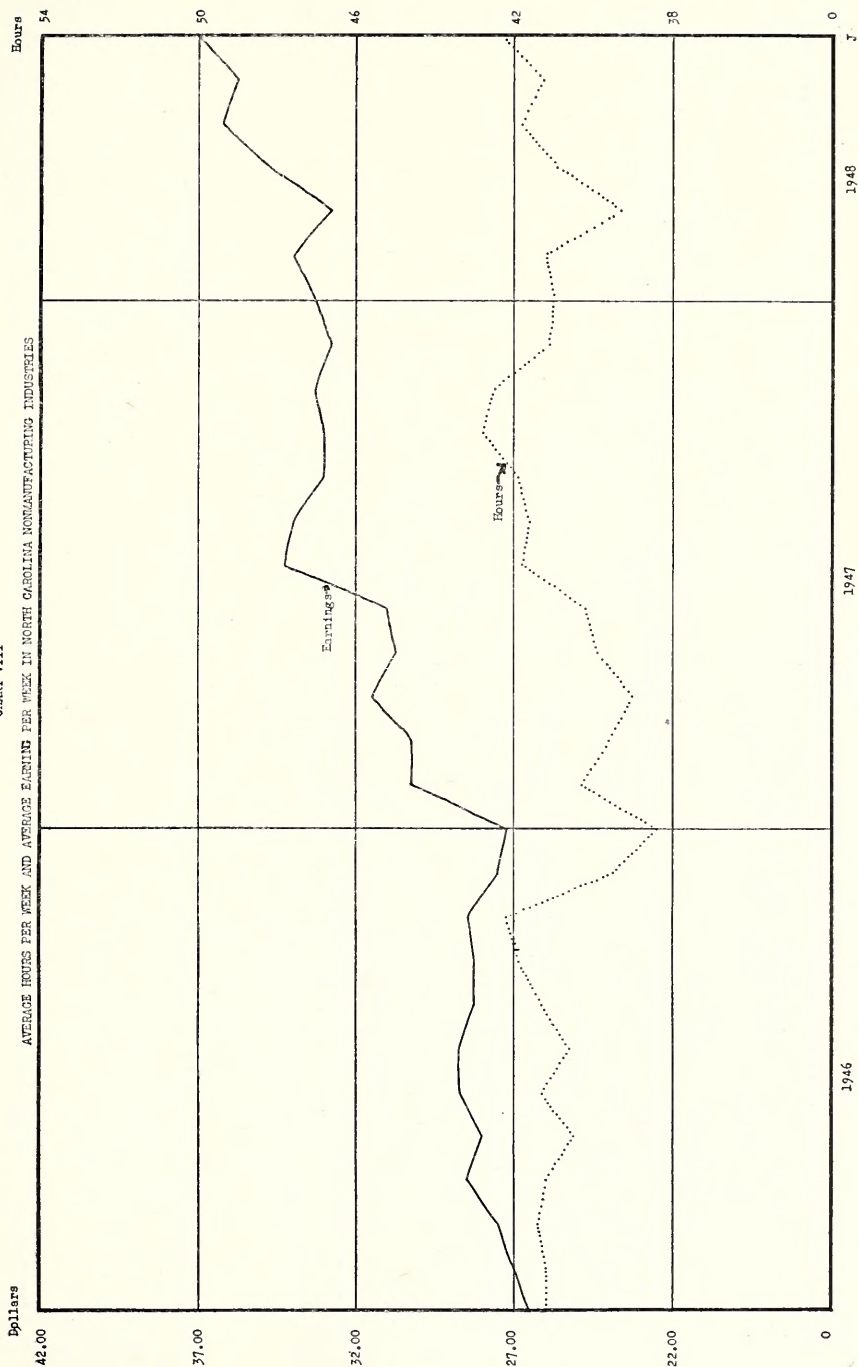
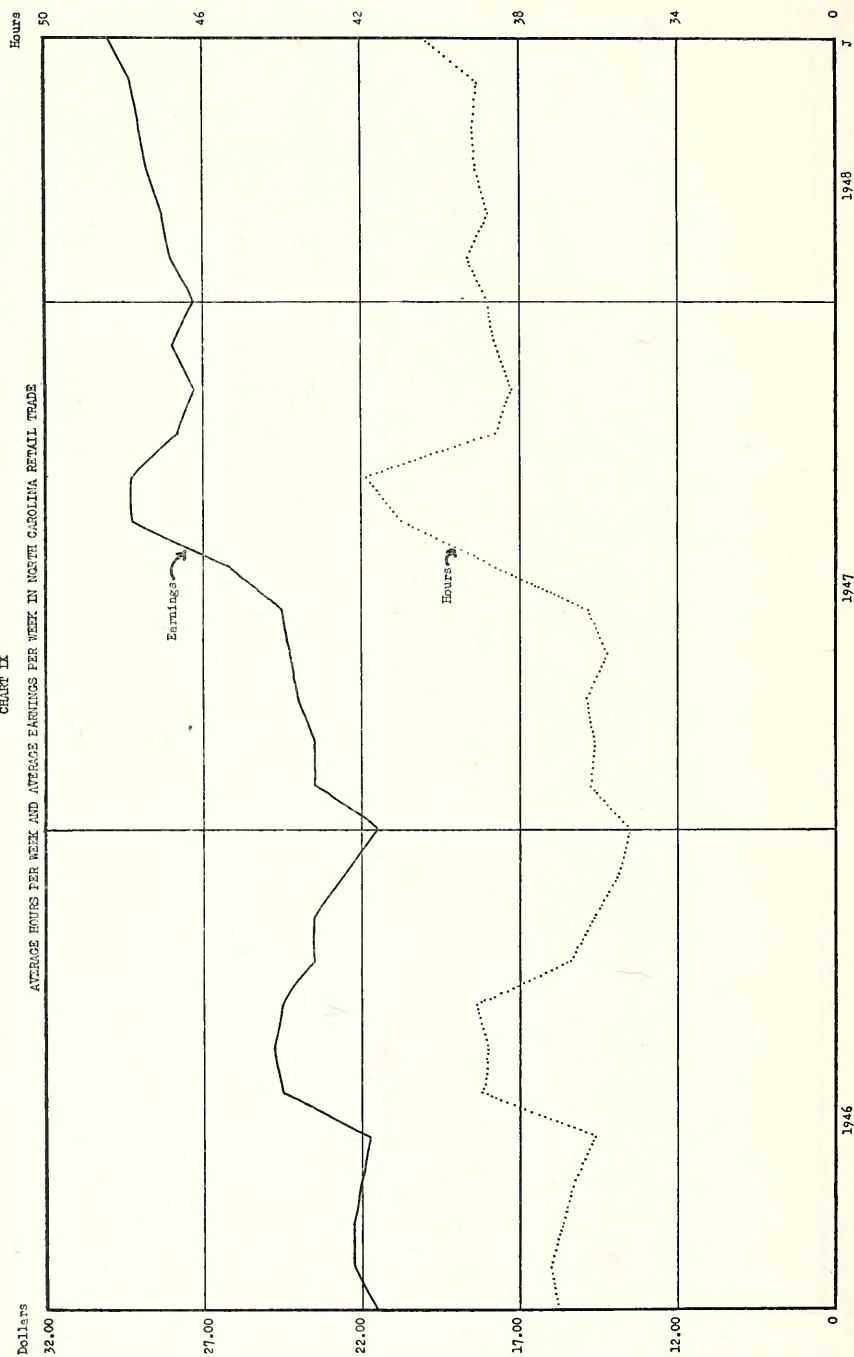


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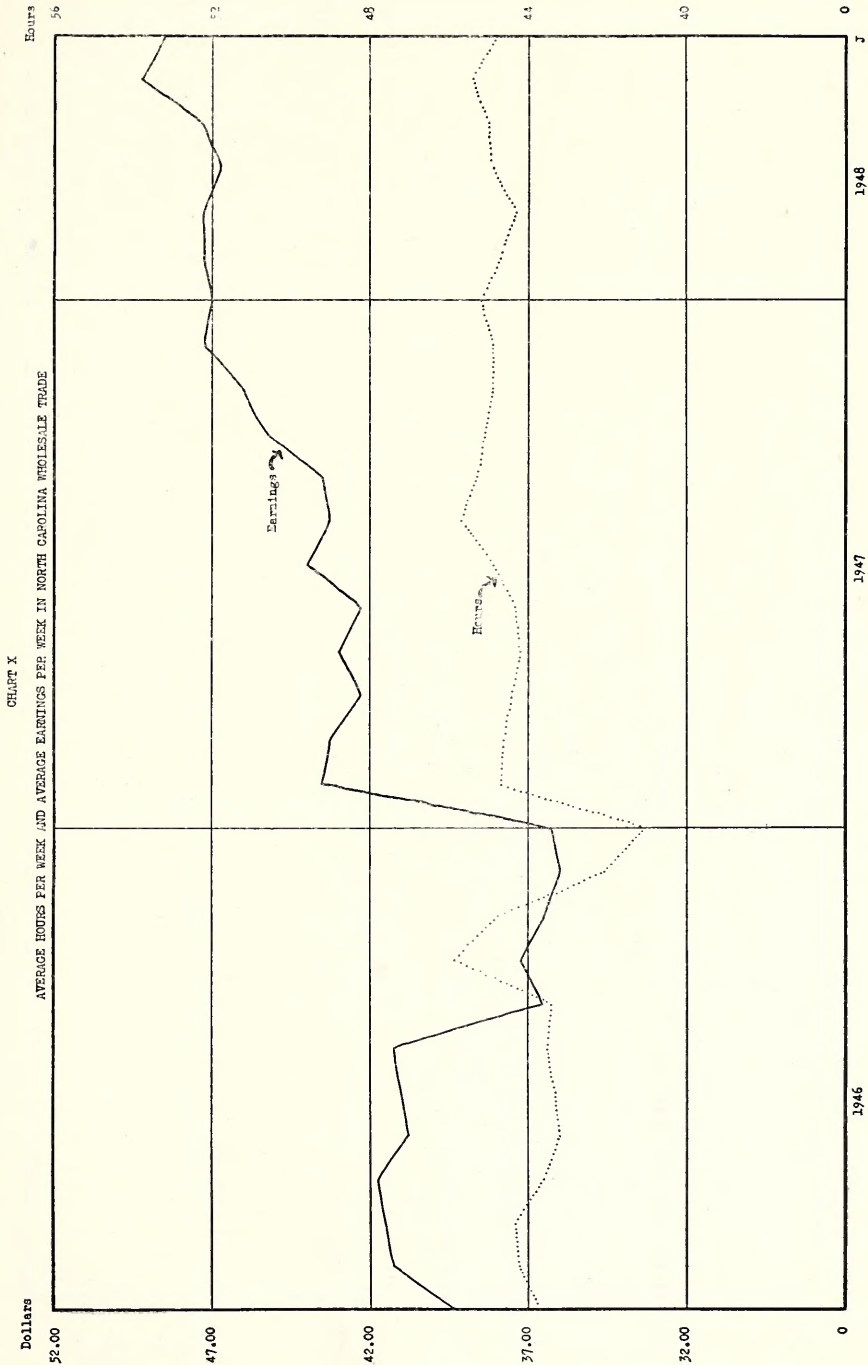


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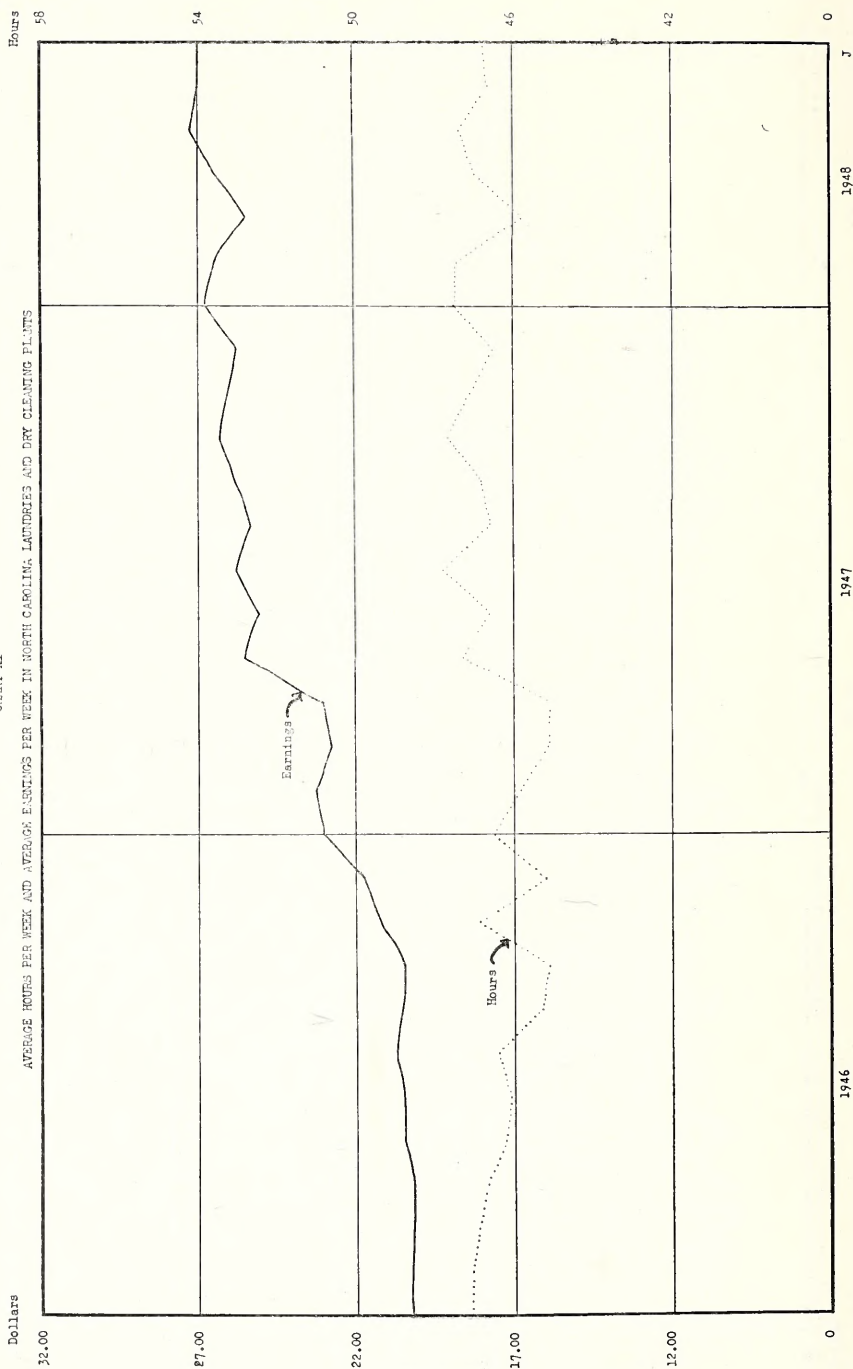


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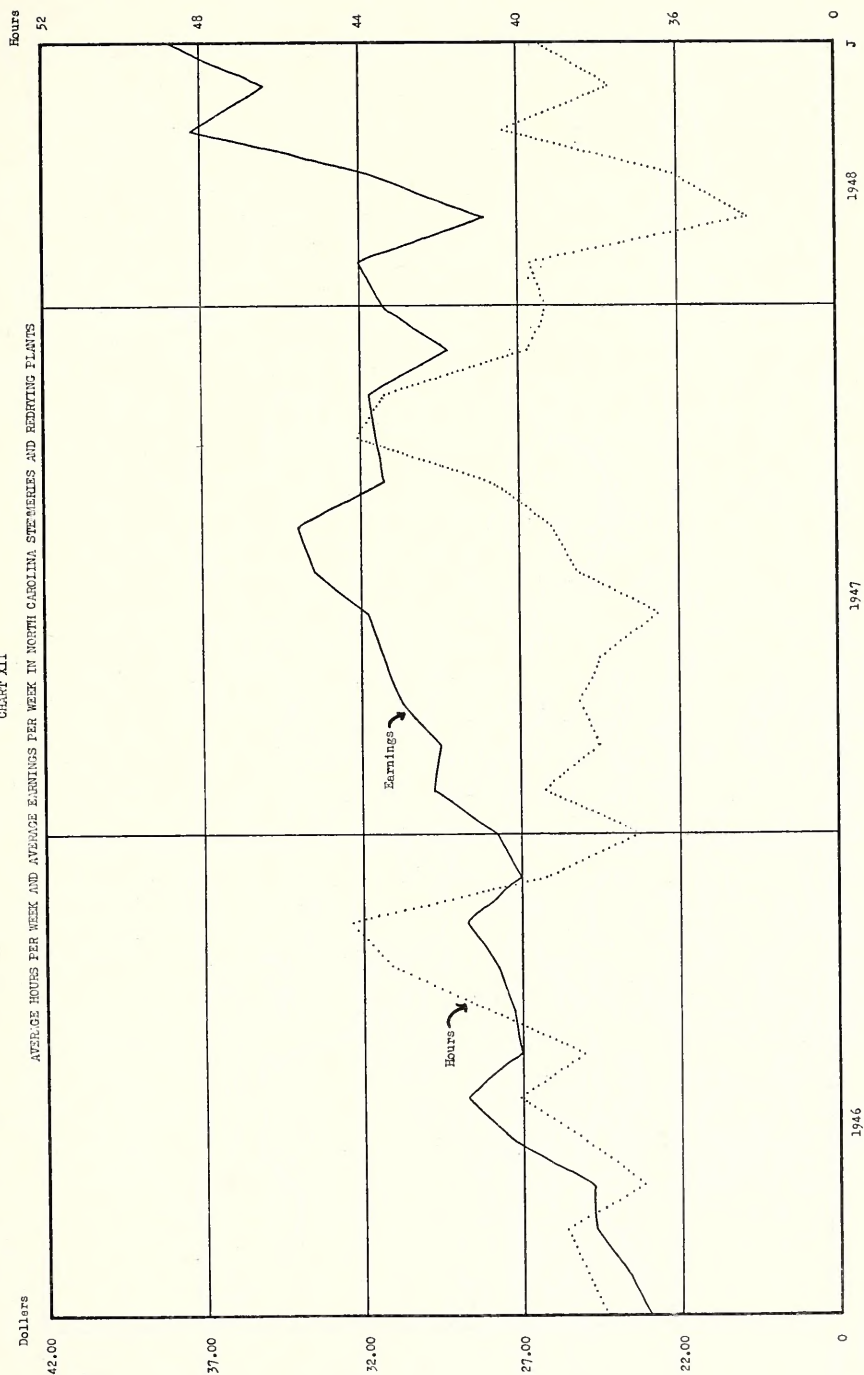


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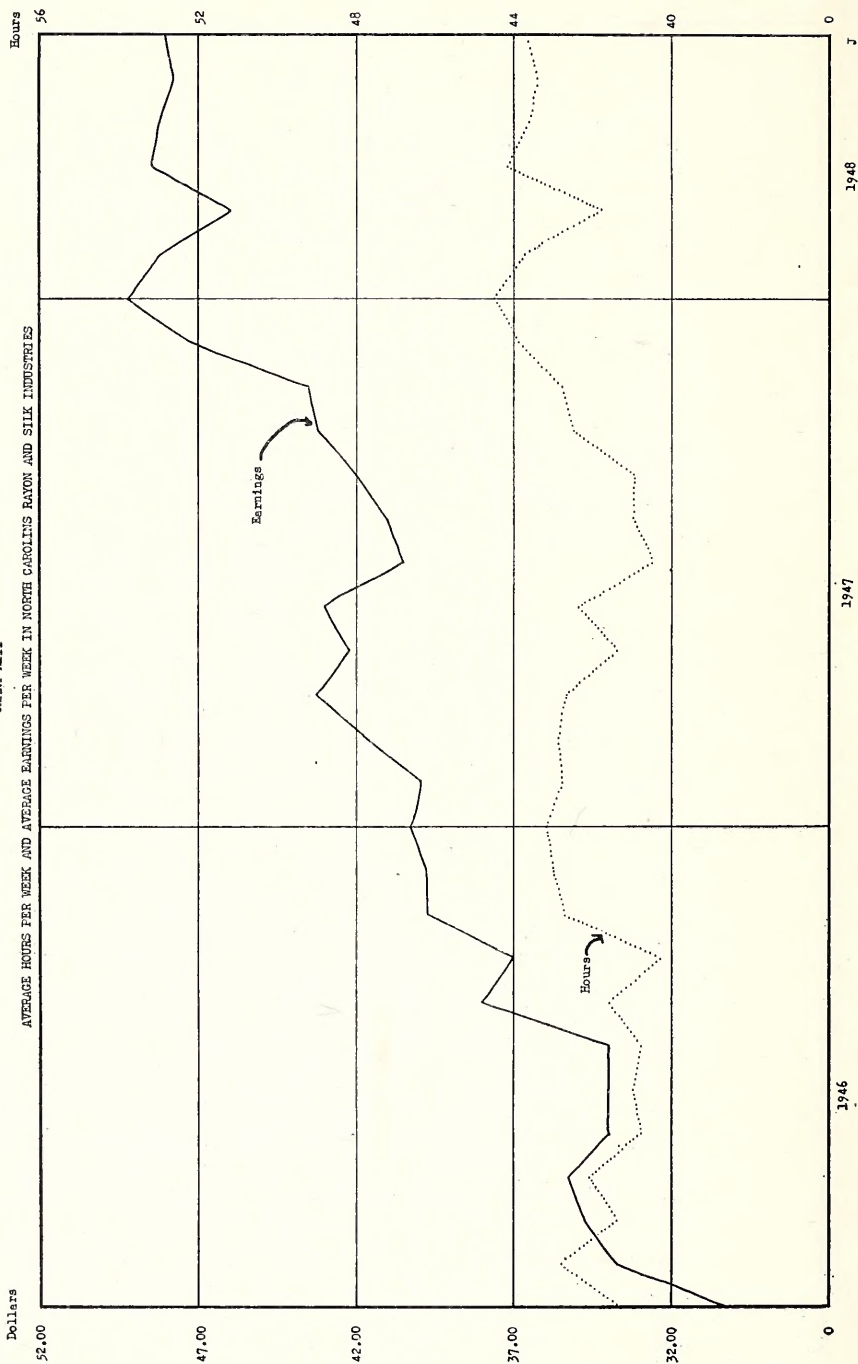


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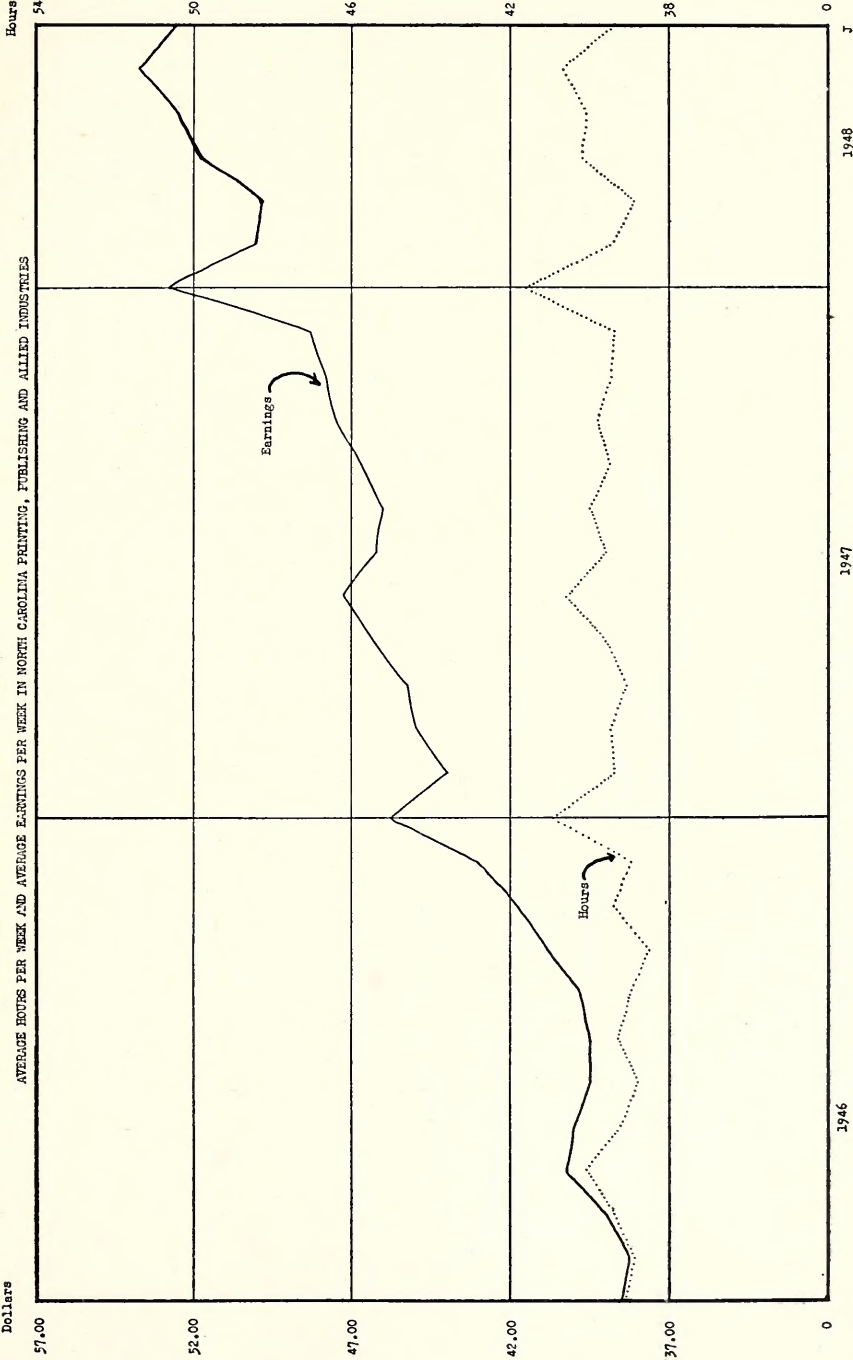
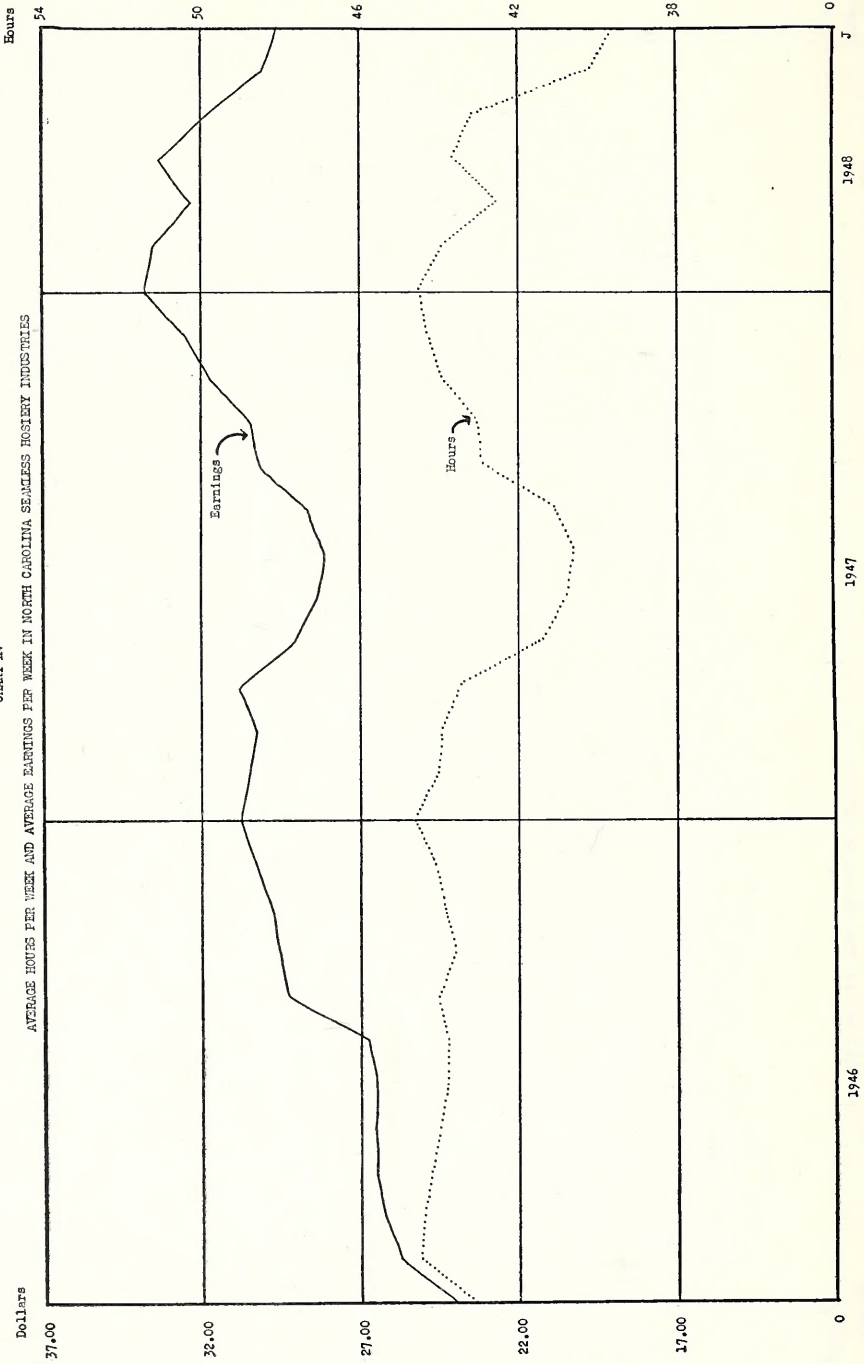


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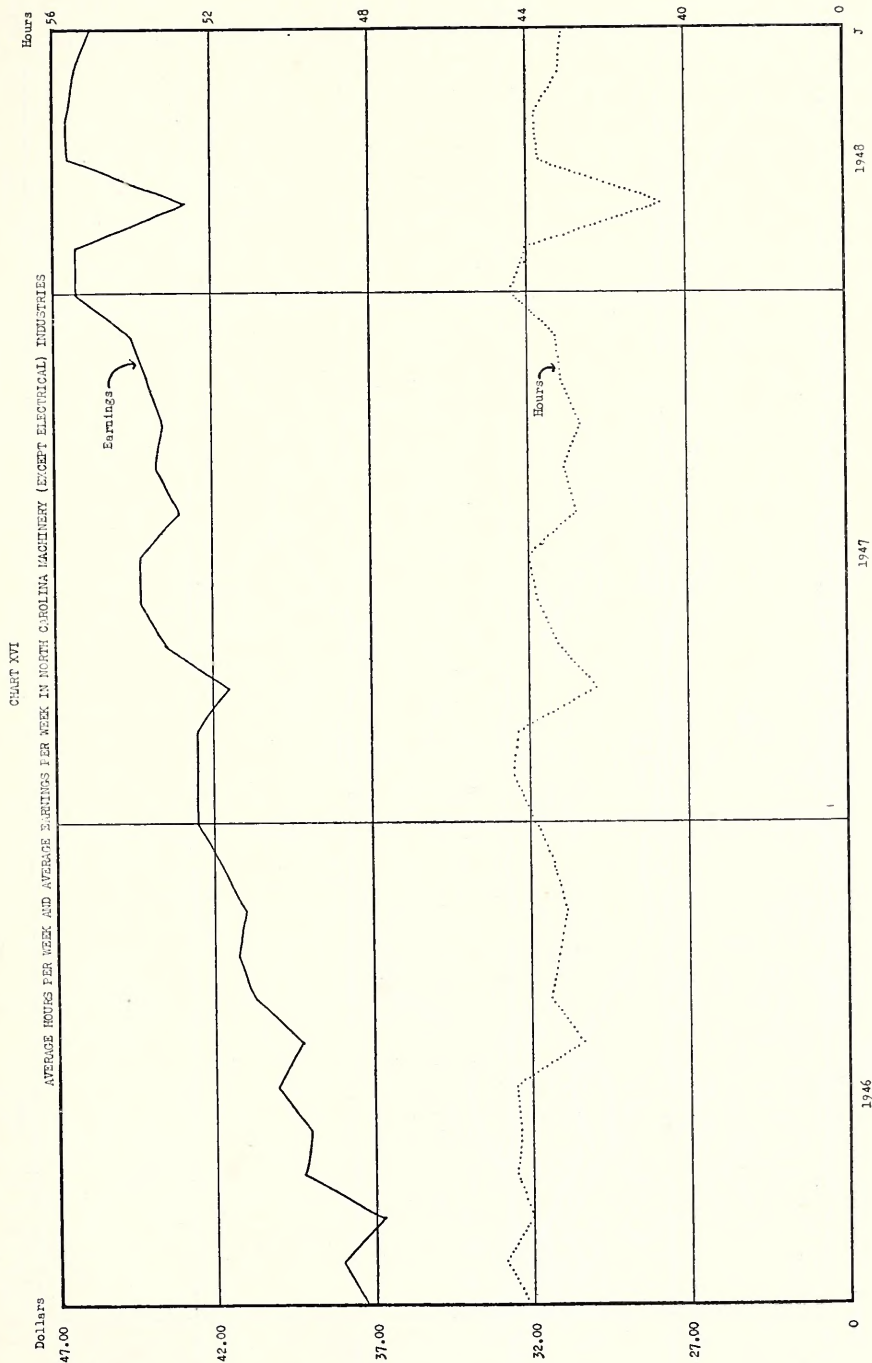


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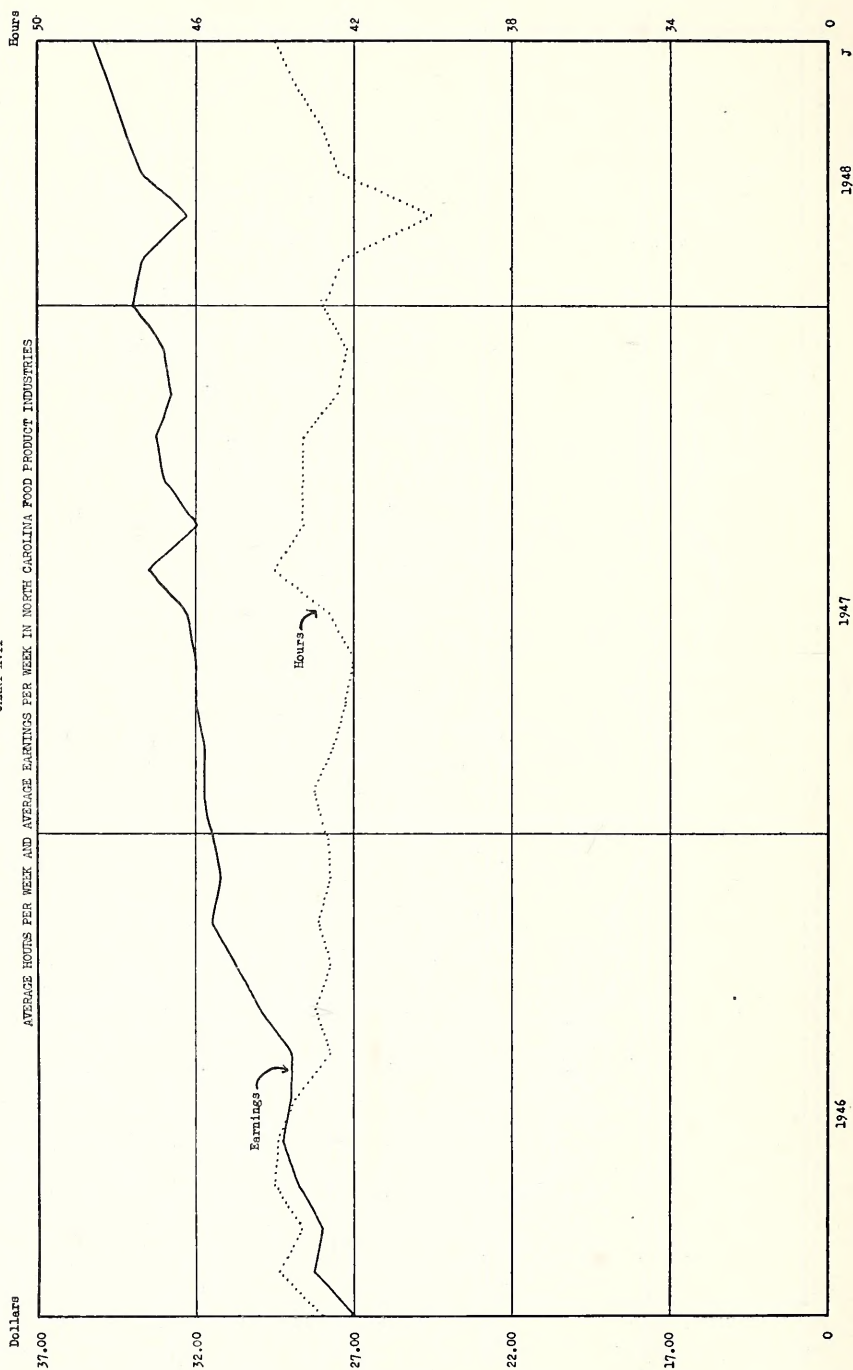


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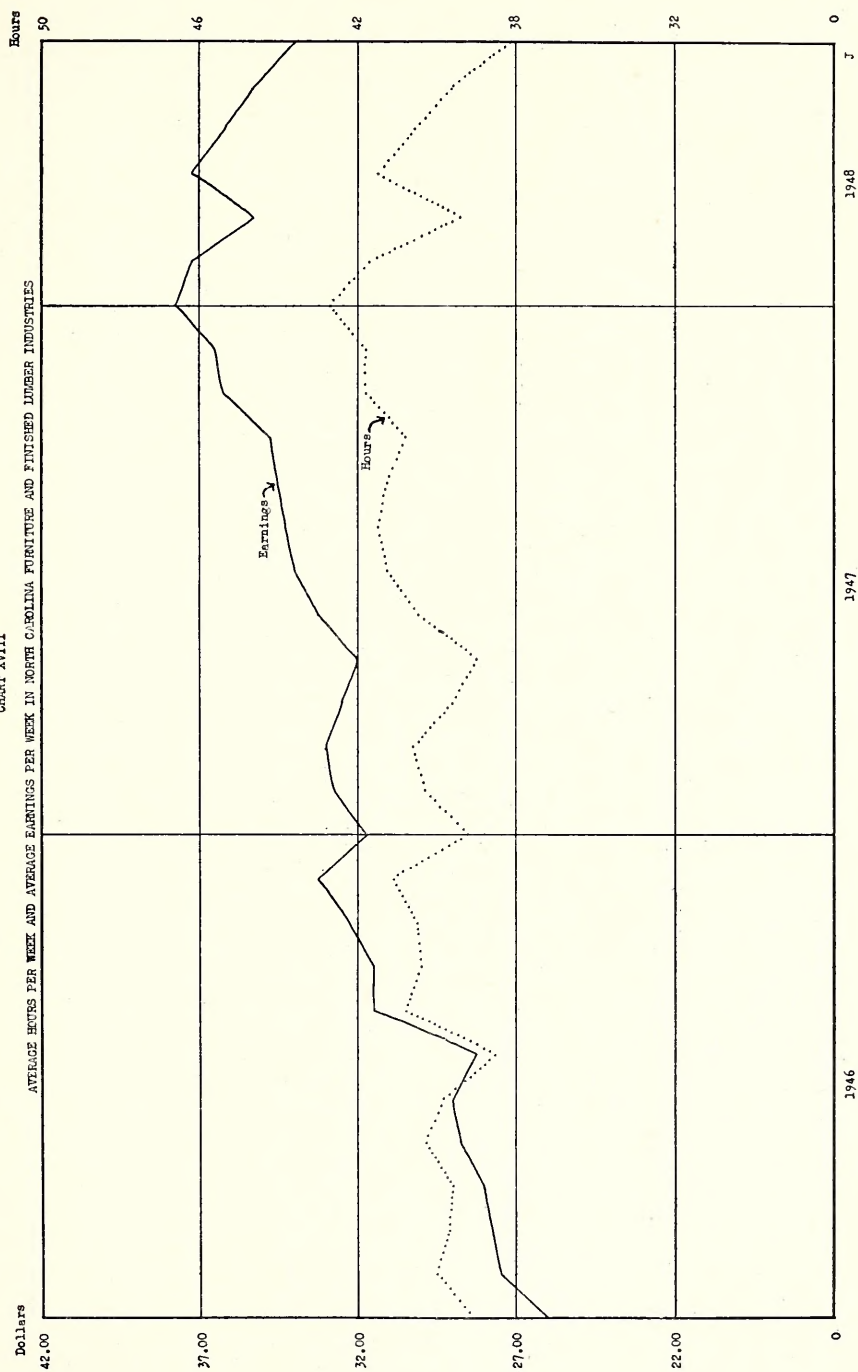


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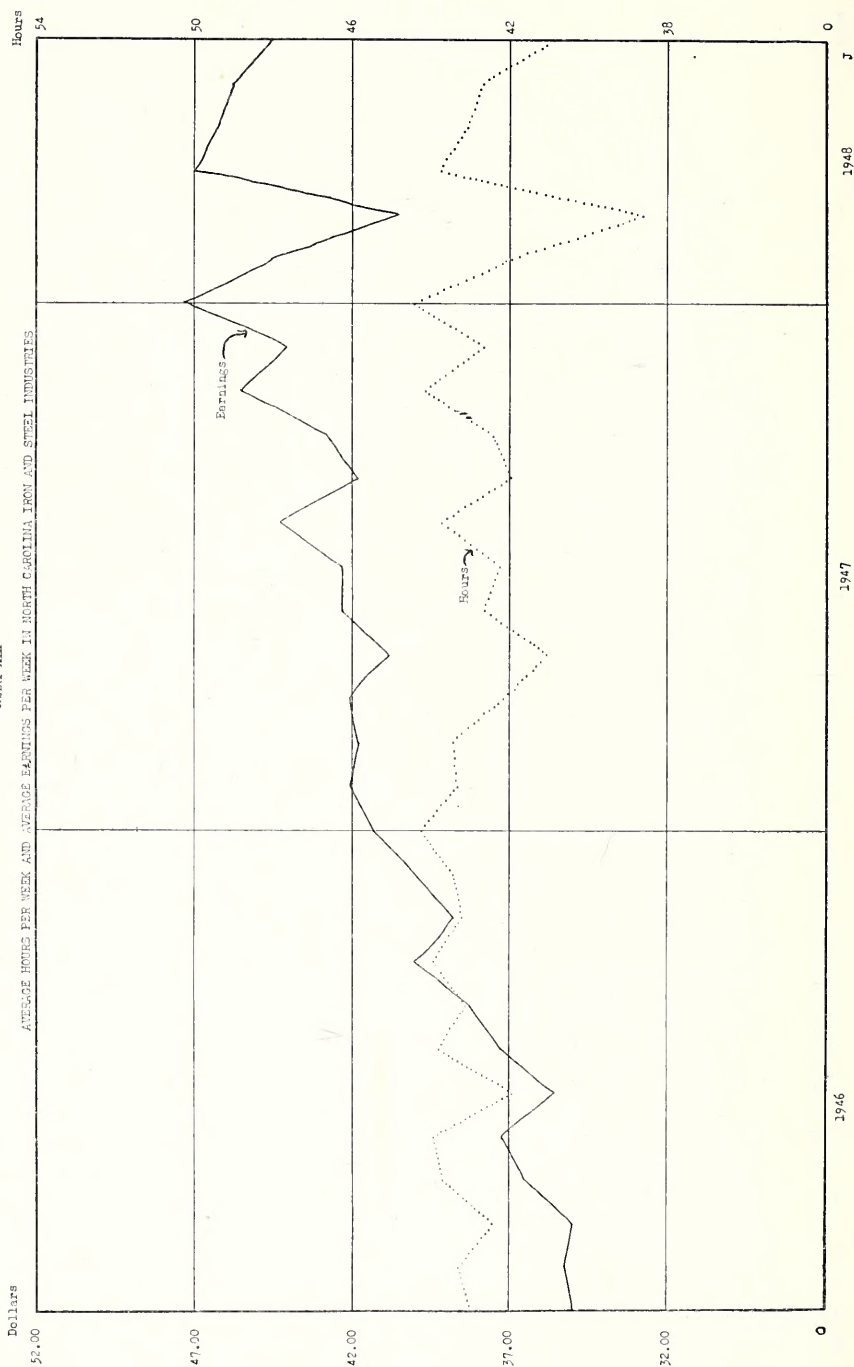


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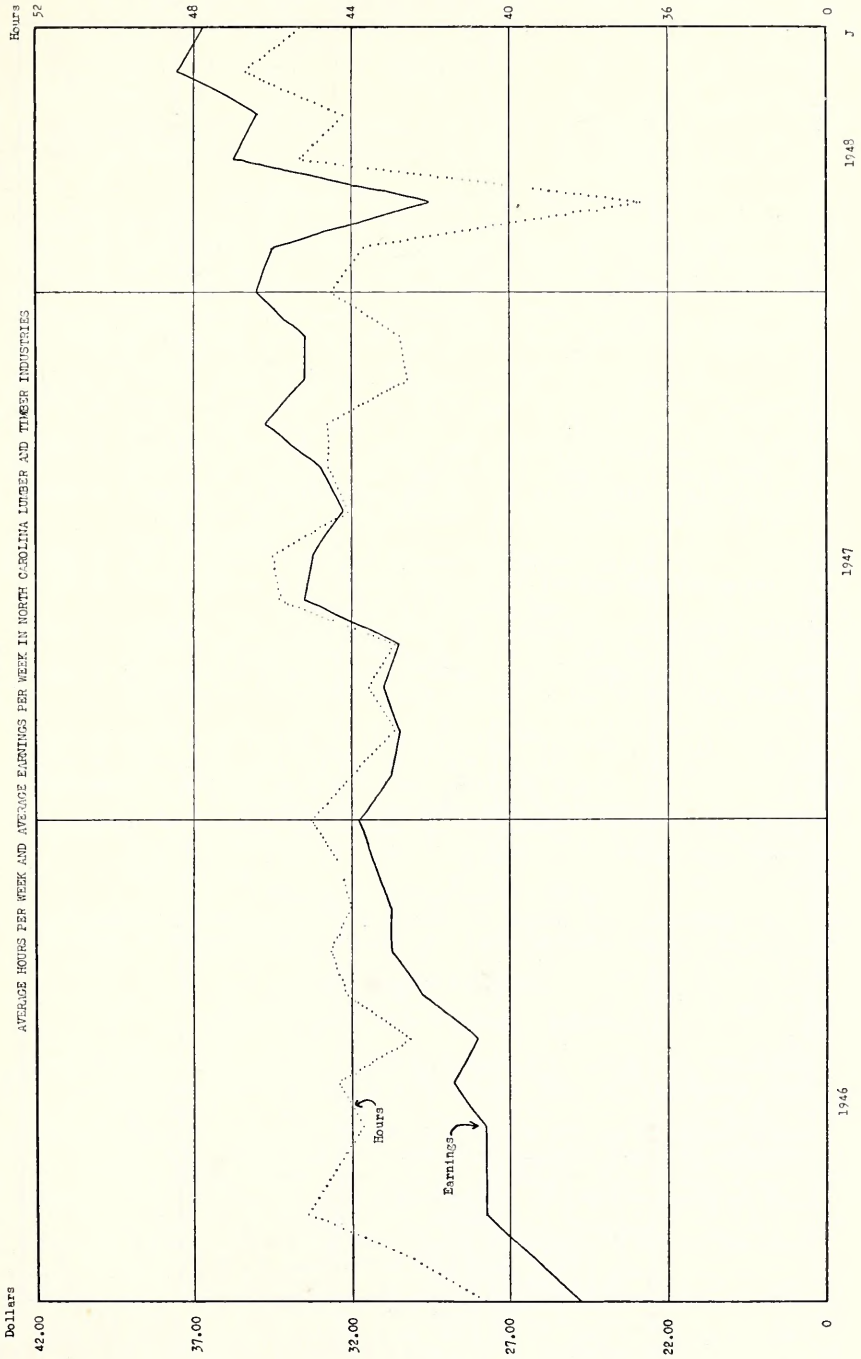
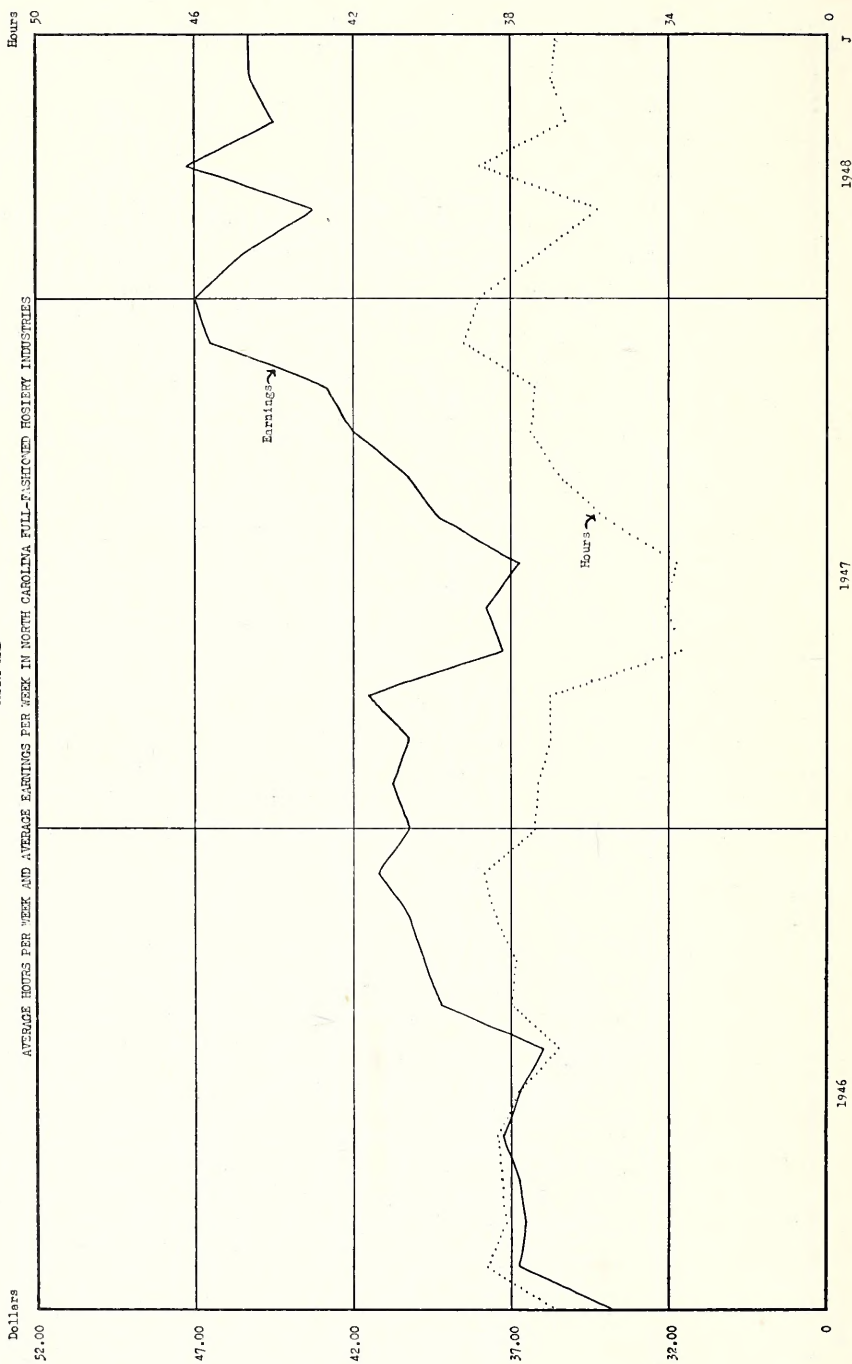


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